



Inclusive Excellence Newsletter

Upcoming Events

Utah Articulate Launch Party

September 13th | 6-8 pm | Auditorium 1

Sexual Health Summit: Gender Affirming Care

September 18th | 6:30-7:30 pm | [Zoom](#)

Celebration of Cultures

September 29th | 5-7 pm | UT - Large Grassy Area - North End

Celebration of Cultures celebrates the diversity we have around campus. This event is made for you- and led by you- to showcase your cultures and backgrounds! You will have the opportunity to educate the RVU community through cultural experiences such as dance, language, traditions, music, food, and many more. Keep in mind that your cultural display extends to religions, regions, and whatever makes you uniquely you!



Word of the month

This month's term is **Structural oppression**. Structural oppression is defined as discrimination and inequities perpetuated by the policies, practices, cultural representations, and other norms of an institution. Structural "isms" are not just practiced by a few individuals or institutions, rather discrimination is a feature of the social, political, economic, health, and religious systems in which we all participate and benefit.

This is a particularly important term to think about and understand as we formulate strategies to continue working to be a diverse and inclusive community in a post-affirmative action country. See the Economic Policy Institutes article, [The Supreme Court's ban on affirmative action means colleges will struggle to meet goals of diversity and equal opportunity](#) for more information.



Do you have events you would like to highlight in the Newsletter? Or perhaps a staff or student you would like to see featured in Spotlight? Whatever your idea is we want to hear them. Please email Hope Falk with anything you would like to see in the Newsletter.



UPDATES FROM THE VICE PRESIDENT

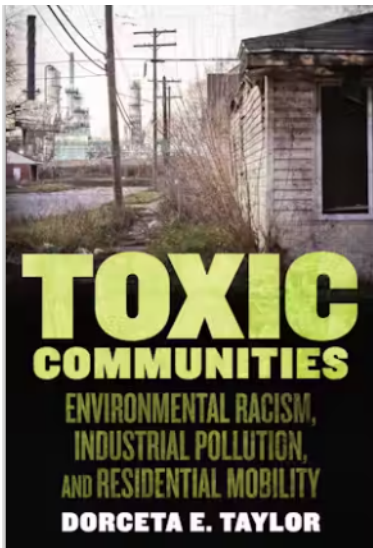
JESÚS TREVIÑO, PHD

To promote community and greater understanding of DEI issues, the Office for Diversity, Equity and Inclusion is launching its inaugural Intergroup Dialogue Program, "Voices of Discovery" this month. The audience of the pilot initiative is RVU staff in Colorado with a goal to expand the program to faculty and students on all three campuses. Participants will meet for four consecutive weeks starting September 14 for hour-long sessions facilitated by two trained staff members to discuss issues of race in America.

The project is in response to the results of the campus climate survey which suggests that community-building activities are needed to counter feelings of discrimination and disparate treatment by some members of the community.

These small group dialogues will provide a safe place for the thoughtful examination of matters involving diversity, equity, and inclusion.

Resources/Tips



The Office of DEI wants to provide you with some resources to help you learn about and explore the Word of the Month: Anti-Racism.

Websites & Articles:

- [Do Your Employees Know Why You Believe in Diversity?](#) | Harvard Business Review | Article, 3 minute read
- [Social Identities and Systems of Oppression](#) | The National Museum of African American History and Culture | Webpage; includes videos and worksheets

Quick Videos:

- [Structural Racism Explained](#) | Othering & Belonging Institute at UC Berkeley | YouTube | 7 min 24
- [Focus & Reset Meditation](#) | Headspace | YouTube | 2 min 24
- [Hispanic Heritage Month curated playlist](#) | TED | YouTube

Books:

- [The Color of Money: Black Banks and the Racial Wealth Gap](#) | Mehrsa Baradaran
- [Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do](#) | Jennifer L. Eberhardt PhD
- [Toxic Communities: Environmental Racism, Industrial Pollution and Residential Mobility](#) | Dorceta Taylor

KEY DATES

- [National Hispanic Heritage Month](#) starts on September 15th
- Sept 21 | [Mabon](#)
- Sept 23 | [International Day of Sign Language](#)
- Sept 23 | [Bisexual Visibility Day](#)

