

**The University of Utah Equity,
Diversity, and Inclusion
2021-22 Annual Report**



THE
UNIVERSITY
OF UTAH



Message from Vice President for Equity, Diversity, and Inclusion

Dear University of Utah Community,

As we deliver to you the first University of Utah's division for Equity, Diversity, and Inclusion Annual Report, I want to express my deepest gratitude to all who have contributed, shared their brilliance and talents, and when needed, laid out hard nuggets of truth about our direction and yet remained committed in action to the work.

In the Fall of 2019, we created One U Thriving as a platform to unite the division's work across campus. One U Thriving is supported by a steering committee with four teams, each designed to courageously name the issues and design equitable and inclusive solutions to address them: the Anti-Racism Committee, the Universal Design & Access Committee, the Racist and Bias Incident Response Team, and the Presidential Commission on the Status of Women.

We have stayed steady on that course and today deliver a model of Shared Equity Leadership across the university, a new research portfolio that interrogates the successes and possibilities of our collective and collaborative work across campus, resource and cultural centers with defined mission and goals, and a national leadership development program that elevates the University of Utah for those seeking to a program that provides them with tools, knowledge, and courage to lead.

As we begin our fourth year, now under the leadership of President Taylor Randall, we have introduced four new strategic pillars to align with a new vision for the U. We have also launched our EDI Strategy Council to ensure everyone has an opportunity to participate in this work.

In this first annual report, you will see a promising portrait of our progress. We didn't do it alone. Many of these initiatives rely not only on our division but are powered by a large community of students, faculty, trainees, and staff working together to produce needed and lasting institutional change.

Led by our newly established Guiding Principles on Equity and Belonging and propelled forward by our strategic plan, we are confident that we have a solid path to make the U more inclusive and equitable.

We are tremendously proud of all we have accomplished, but we know there is much more to do. Thank you for entrusting us with setting the path and for your collaboration on the journey.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mary Ann Villarreal'.

Mary Ann Villarreal

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Equity, diversity, and inclusion are the foundation of the University of Utah's values.

Equity

Equity aims to identify and actively eliminate systemic barriers to access and opportunities that prevent the full participation of people, specifically those from historically marginalized groups in higher education. Equity ensures fair treatment, access, opportunity, and advancement for all students, faculty, trainees, and staff to develop to their full academic, social, and career potential.

Diversity

Diversity refers to the variety of personal experiences, ideologies, and worldviews that arise from the whole of who we are. These experiences are valued and include but are not limited to: race, ethnicity, gender and gender expression, age, religion, mental or neurological function, language, disability, sexuality, and socioeconomic status. It is this collective that makes us a stronger whole.

Inclusion

Inclusion is the act of creating a community where everyone is welcomed, respected, supported, and valued. Inclusion actively embraces differences and engages historically marginalized individuals so that diversity can thrive.

Vision

Equity, diversity, and inclusion principles are the foundation of the University of Utah's values.

Mission

To serve as a catalyst and a national leader for equity-centered campus transformation by ensuring equity, diversity, and inclusion are a part of everyone's work and by living the practices that inspire all to contribute and thrive.

Our Approach

Shared Equity Leadership

The division's work is rooted in Shared Equity Leadership. Shared Equity Leadership is a model to grow equity across campus where the responsibility and accountability to lead with equity is shared between a number of campus representatives who hold both formal and informal leadership roles. This approach is designed to make equity everyone's work.

One U Thriving

One U Thriving focuses on communicating the impact of the Equity, Diversity, and Inclusion's mission. The One U Thriving themes provide an overarching narrative around the innovative shifts the university is making to inspire thriving people, thriving communities, and a thriving U.

Guiding Principles on Equity and Belonging

The President's Commission on Equity and Belonging, or PCEB, came together in February 2021 with members of leadership across the university to guide the U's short-term approaches to address harm, bias-motivated violence, and hate on campus. One result of their efforts, as led by the Equity, Diversity, and Inclusion division, was establishing the University of Utah Guiding Principles on Equity and Belonging. These guiding principles are designed to call attention to the university's commitment to equity, diversity, and inclusion and to cultivating spaces where all students, faculty, and staff can belong and thrive.



ONE 
THRIVING



We, the champions of the University of Utah Guiding Principles on Equity and Belonging, affirm our commitment to ensure equity, diversity, and inclusion are the foundation of the institution's values. We wholeheartedly believe that all students, faculty, and staff, as well as those who are part of our extended campus community deserve a fair and full opportunity to belong. We will support each other and hold ourselves accountable to a standard which mandates that equity is everyone's work. By doing so, we will ultimately cultivate an environment where we live out the practices that inspire everyone to contribute and thrive.

Therefore, we pledge ourselves to these actions and principles:

We are boldly determined to create a campus where everyone knows their authentic self is affirmed and supported so that they may thrive at the University of Utah and beyond.

We will consistently assess university policies, programs, and practices to hold ourselves accountable to cultivating a culture that is equitable and inclusive of the diverse individuals represented throughout our community.

We will actively cultivate internal and external community connections where trust is fostered, the structural effects of injustice are uprooted, and long-term sustainable outcomes and relationships are developed to transform the future of the university. We will courageously and creatively develop institutional policies, practices, and programs that eliminate health inequities and ensure all patients and clients achieve equitable health outcomes.

We will champion equity at every turn. We will ensure our everyday actions create the momentum necessary to build a movement for justice and equity at the University of Utah and elsewhere in our nation and world.

We understand that beliefs, practices, structures, policies and systems continue to give certain groups greater opportunity to be fully human and live happier and healthier lives than others. In order to create a more just and equitable campus community, we will identify and name injustice, discrimination, and bias every time we see it, we will learn to embrace discomfort on our individual and collective journeys to become more inclusive, and we will nurture new roots within our campus structure that disrupt the status quo.



Our Path & Our Progress

Equity, Diversity, and Inclusion serves across the entire university system and leads this work for the university. The division includes resource centers; offices; and associated student, faculty, and staff affinity groups. Additionally, the division partners with all colleges, departments, and the broader community to help develop initiatives aimed at fostering more awareness, advocacy, and action.

This division - launched in 2019 and led by Vice President Mary Ann Villarreal – is composed of leaders, experts, and educators who drive the university's effort to create a safe and welcoming campus climate.

The division is focused on four strategic objectives: ***ensuring belonging for all, fostering an inclusive campus climate, amplifying community engagement, and securing health equity***. The division defines these priority areas as follows:

- **Belonging** is a person's knowing that their authentic self is affirmed and supported.
- **Inclusive Climate** is an institutional culture that is equitable and inclusive of the diverse individuals represented throughout our community.
- **Engagement** is the internal and external community connections where trust is built, effects of injustice are uprooted and long-term and sustainable outcomes, and relationships are developed.
- **Health Equity** is ensuring all patients from underserved backgrounds achieve equitable health outcomes to patients from those groups with the best health outcomes.

These guiding principles are intentionally interwoven so that all facets of the University of Utah are working towards the same goals. In the pages that follow, we provide a snapshot of our progress. This report cannot do justice to the ***literally hundreds of projects, initiatives, and events*** that took place in academic departments and administrative units, with the leadership and participation of students, faculty, trainees, and staff.



Ensuring Belonging for All

We are boldly determined to create a campus where everyone knows their authentic self is affirmed and supported in order to thrive at the University of Utah and beyond.

Belonging: A person's knowing their authentic self is affirmed and supported.

Cultural and Resource Centers

The division oversees the entities across the entire University of Utah including the [American Indian Resource Center](#); [Black Cultural Center](#); [Center for Equity and Student Belonging](#); [Dream Center](#); [LGBT Resource Center](#); and [Office for Inclusive Excellence](#).

American Indian Resource Center

The mission of the American Indian Resource Center (AIRC) at the University of Utah is to facilitate the social, academic, and cultural engagement of American Indian and Alaska Native students, staff, and faculty through cultural affirmation, academic and professional development, and post-graduation preparation for undergraduate students. Additionally, the AIRC serves all tribal nations as the cultural conduit to both tribal communities and the University of Utah by affirming tribal sovereignty and self-determination.

2021-22 Highlights

- Signed a memorandum of understanding with the Associated Students of the University of Utah (ASUU) to create land acknowledgment plaques and an additional \$30,000 in funds to support the AIRC.
- Celebrated the 50th Annual Pow Wow, an opportunity for tribal members throughout the Intermountain West to meet and honor the cultural and religious practices of their communities, with more than 600 visitors in attendance.
- Raised over \$8,250 on U Giving Day to support American Indian student success.
- Hosted the 16th Annual Governor's Native American Summit on July 28-29, 2022, bringing together tribal leaders, community partners, government officials, educators, students, and community members to engage in productive dialogue to help Utah's tribal communities grow and thrive.

Looking Ahead

American Indian Resource Center will be hiring a new director to lead the center to not just serve students, but also staff, faculty, and the eight tribal nations. The AIRC will be hiring an AIRC coordinator to launch C.I.R.C.L.E. Scholars: a four-year cohort program to support students' personal development, cultural belonging, and academic engagement. Additionally, the AIRC will also become a clearing house for Native faculty and research.



Black Cultural Center

Using a Pan-African lens, the Black Cultural Center (BBC) seeks to holistically enrich, support, and advocate for faculty, staff, trainees, interns, and students through Black-centered research, culturally affirming educational initiatives, and service.

2021-22 Highlights

- Launched Operation S.U.C.C.E.S.S. (Students United to Create Cultural and Educational Success Stories). Powered by the George Floyd Memorial Fund, the competitive, application-based program provided approximately \$9,000 in scholarships, with plans to double both the funding and number of fellows in the next cohort.
- Partnered with Advancement to raise \$37,000 for the George Floyd Memorial Fund during U Giving Day.
- Partnered with the Honors College to offer a class and praxis lab on Black perspectives and health disparities in Black mothers.
- Connected with just over 49% of the Black student population on campus.

Looking Ahead

The BCC is expanding Operation S.U.C.C.E.S.S. to include six fellows. Additionally, the BCC will be leading the Male Success Initiative (MSI) in partnership with the Center for Equity and Student Belonging and the American Indian Resource Center. The MSI will engage male-identifying students through social connections, academic engagement, and preparing them for post-graduation success in graduate school or the workforce.

“The speed networking event was really fun! I enjoyed hearing about the diverse number of careers. The food was great! And I enjoyed the ice breakers (it was a great balance of fun and networking). This Mixer allowed me to get involved within the black community in Salt Lake City and it allowed me to gain advice for those in the workforce.”

Center for Equity and Student Belonging

The Center for Equity and Student Belonging (CESB) creates community and advocates for academic success and belonging for students across intersectional identities and experiences among our African, African American, Black, Native, Indigenous, American Indian, Asian, Asian American, Latinx, Chicanx, Pacific Islander, Multiracial, LGBTQ+, Neurodiverse, and Disabled students of color. CESB's early belonging initiative serves as the as the first stop for belonging at the University of Utah, builds community, and sets up students for success after college.

2021-22 Highlights

- Completed a three-year revisioning and staff realignment and officially changed the name to the Center for Equity and Student Belonging.
- Provided 171 hours of individual mentorship meeting support to students in the Second Year Experience Program.
- Created 35 mentorship pairs in the Famtorship for Social Justice Program, the most participants in the program's four-year history.
- Accepted 14 transfer students through the Second Year Experience x Transfer Collaboration and supported 47 prospective and incoming transfer students through one-on-one meetings to explain the transfer process, scholarship opportunities, campus resources and more.
- Served 290 students through the Asian American Student Association through 15 member meetings, six socials, four service projects, and three fundraisers.
- Traveled with a delegation of seven students to the M.E.Ch.A (Movimiento Estudiantil Chicanx de Aztlán) National Conference.
- Rebuilt and redefined the Pacific Islander Student Association, resulting in an increase in interest and participation.

Looking Ahead

The Center for Equity and Student Belonging will expand the First-Year Diversity Scholars Program into a four-year program. Diversity Scholars will be part of a living-learning community starting Fall 2023.



“I really appreciated having to outline specific goals and identify my values. It provided me with a greater sense of self and helped me find alignment in my goals.”



Dream Center

The Dream Center works holistically with undocumented students and mixed-status families from college access to graduation. The Dream Center engages in specialized college outreach and access strategies; connects students to social engagement and academic development provides individualized campus navigation guidance, scholarship support for current and future undocumented students; works closely with future graduate for life after college, and promotes campus-wide advocacy and training for students, faculty, trainees, interns, staff, and administration; and increases community-wide awareness of policies affecting current and future undocumented students at the University of Utah.

2021-22 Highlights

- Selected by The Dream.US to support highly-motivated, low-income DREAMers to attend and graduate from the University of Utah. The partnership includes a scholarship for students and develops a culture of inclusion by designating individuals in various parts of campus to build a community of support for undocumented students. Recipients can receive up to \$33,000 in aid, plus a \$1,000/year stipend for books and supplies.
- Collaborated with Voices for Utah Children DACA Renewal fund to assist DACA students who need assistance to cover the \$495 fee required by the United States Citizenship and Immigration Services in order to work legally every two years.
- Awarded \$169,000 in grants.

Looking Ahead

In partnership with the United Way Salt Lake City, the Dream Center will launch in Summer 2023 the Undocuscholars Mentorship Program. The program will include mentorship, family, and student engagement to support access to higher education for high school students in grades 10 through 12 in the Promise Partnership who identify as undocumented, DACAmented, TPS refugee or recent arrival students.

“If I could go back and tell myself one thing before the global pandemic, I would tell myself to remember that if one doesn’t give themselves the chance to be vulnerable, they are not giving themselves the chance to be resilient. The Dream Center has helped me realize my potential.”



LGBT RESOURCE CENTER

LGBT Resource Center

The LGBT Resource Center empowers lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual/aromantic (LGBTQIA+) students to grow as leaders and learners by supporting students in navigating university systems, exploring their identities, finding community, and developing as leaders with a social justice lens.

2021-22 Highlights

- More than doubled the amount of scholarship funds awarded in 2021-22 through a collaboration with U Alumni.
- Accepted 11 students into the Emerging Student Leadership Program (ESLP), awarding each student a \$500 scholarship to support their success.
- Piloted a Queer and Trans Students of Color (QTSOC) community-building program and added a part-time coordinator for QTSOC initiatives.
- Celebrated the largest Lavender Graduation class in the history of the ceremony.

Looking Ahead

The LGBT Resource Center has hired a full-time Coordinator for Community Development and Engagement to strengthen collaborations with key campus partners and expand affinity programming for underserved groups, including trans and non-binary students and asexual/aromantic students. With the aid of a \$10,000 grant, the Queer and Trans Students of Color program will continue with bi-monthly community-building sessions and will host an annual retreat. Finally, the LGBT Resource Center will celebrate its 20th anniversary as a center in October 2022 at its annual Gay-la fundraiser.

“[P]rior to joining ESLP, I was always hesitant to enter queer spaces. I felt insufficient in my knowledge and understanding of queer history, queer theory, and my own queer identity. In my earlier years of undergrad, I became committed to social change through an Ethnic studies lens. Now I feel like I’ve gained a new lens to look at and analyze social issues. I think my commitment to social change heavily values and relies on the concept of intersectionality. My more concrete plans to be committed to social change will be to continue my community involvement, working to create safe/brave spaces, and elevating voices of all marginalized people”



Office for Inclusive Excellence

The mission of the Office for Inclusive Excellence (OIE) is to provide professional and organizational development for staff and faculty in ways that ensure the University of Utah's commitment to equity, diversity, and inclusion is embedded throughout all aspects of the university and its operation.

2021-22 Highlights

- Updated the OIE's mission and vision to better align with the office's purpose and services provided to the campus community.
- Established OIE structure that reinforces the university's strategic plan and reflects EDI alignment process recommendations for colleges, departments, units, and programs.
- Reached 1,152 participants through 41 workshops offered from July 2021 through March 2022. The most requested workshop topic was implicit bias and microaggressions.
- Responded to 35 requests for organizational development and change, with 100% of consultations resulting in either progression or complete implementation.

Looking Ahead

In the coming year, the Office for Inclusive Excellence will plan for the successful implementation of the Truth Racial Healing & Transformation (TRHT) process. TRHT is a comprehensive process to plan for and bring about transformational and sustainable change to address the historic and contemporary effects of racism. Supported by the hire of a full-time program coordinator, OIE will build the TRHT framework and apply the process to help the campus heal and produce actionable sustainable change.

Fostering An Inclusive Campus Climate

We hold ourselves accountable to cultivating a climate that is equitable and inclusive of the diverse bodies represented throughout our community by consistently assessing university policies, programs, and practices so that everyone can thrive.

Inclusive Climate: An institutional culture that is equitable and inclusive of the diverse individuals represented throughout our community.

New Leadership Academy: Leadership Development

Preparing the State of Utah to Lead with Equity

The New Leadership Academy (NLA) changes the expectations that surround leaders, leadership, and leadership development across higher education. Based on the understanding that the demographic, democratic, and discursive foundations on which higher education has been built are changing, NLA prepares the next generation of leaders with the specialized tools and knowledge, as well as the personal and professional courage, to be effective in changing and complex conditions.

With the support of a \$125,000 grant from Strada Education Network, NLA provided a specialized leadership development curriculum for equity, diversity, and inclusion for members of the Utah Board of Higher Education and Utah System of Higher Education (USHE) executive staff. Over six virtual and in-person sessions, participants engaged in learning, discussion, practice, and reflection around leadership for equity.

In the fall of 2022, NLA will provide curriculum to senior leadership from the 16 USHE-member institutions.

EDI Self-Study Guide & Toolkit

Guided by the perspective that equity is an intentional and ongoing practice, the division for Equity, Diversity, and Inclusion has developed, in partnership with the Office of the Vice President for Research, an EDI self-study guide.

The guide offers a framework and toolkit for examining and disrupting institutional inequities and assessing climate. The guide offers a starting point and is not intended to be prescriptive; rather, it is designed to leverage the strengths inherent in an academic community and honor the variation that exists across units in terms of their needs and where they are in this journey.



Units engage in activities that could benefit from elements included in the EDI Self-Study Guide & Toolkit in a variety of ways, including:

7-Year Program Reviews and/or Accreditation

Enhancing Student Learning Outcomes

Improving Pipeline and Pathway Programs

Faculty, Staff, and Student Recruitment and Retention

Increasing Innovative Research through Diversity

Preparing More Competitive Extramural Grant Proposals

Curricular Development

Inclusive Style Guide

University Marketing & Communications; Equity, Diversity, and Inclusion Marketing & Communications; and University of Utah Health Marketing & Communications collaborated with experts across the U to create an Inclusive Style Guide.

In a year-long process that began with analyzing similar tools from journalist associations, national organizations, and other institutions of higher education, the Inclusive Style Guide aims to provide thoughtful, practical guidance when speaking to or about:

- Gender
- Immigration, international, refugee status
- LGBTQIA+
- People with disabilities
- Race and ethnicity
- Socioeconomics

“One of the most powerful things we can do is give other people a voice. This guide is to help communicators do that with the dignity, respect and understanding that every single one of us deserves.”

– Julie Kiefer, associate director of science communications at U of U Health

Because language around many groups is changing rapidly and, in some cases, there lacks consensus within communities regarding what is the most

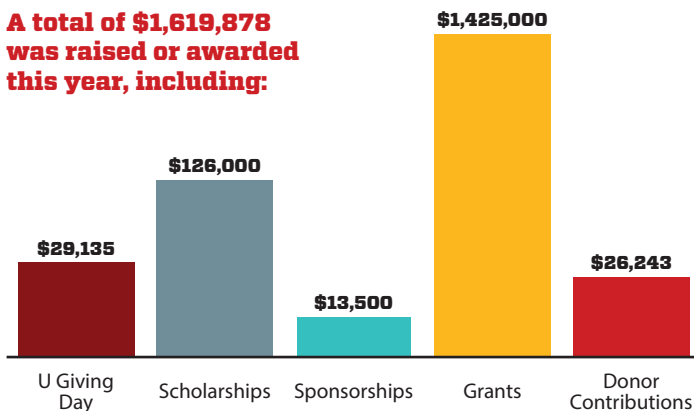
respectful language to use, each section of the ever-evolving document includes an introduction that puts issues into a historical context, offers writing and interview guidelines, provides definitions of common terms, and offers myriad resources for those who wish to learn more from different perspectives.

University of Utah Presidential Leadership Fellows Program

A \$1.3 million grant from the Mellon Foundation will expand the very successful University of Utah Presidential Leadership Fellows pilot program to Salt Lake Community College, Utah State University, and Weber State University. The program aims to increase the number of academic leaders from the arts and humanities, specifically those historically excluded and underrepresented from the ranks of chairs, deans, and university presidents.

The expansion to new campuses reflects other investments made by the Mellon Foundation, like the partnership of three institutions in Maryland being led by Dean Kimberly Moffitt of University of Maryland, Baltimore County. That program, Breaking the M.O.L.D., is a multi-year program designed to support the leadership of Black, Hispanic, American Indian or Alaska Native and women faculty in the arts and humanities while also being open to others committed to diversifying academic leadership. If proven successful, the program could provide a roadmap for organizations across the country to expand leadership ranks among scholars from underrepresented disciplines and identities, Indigenous populations, and racial and ethnic groups.

A total of \$1,619,878 was raised or awarded this year, including:



“As the flagship, we have a responsibility to collaborate with our USHE institutions so that together we elevate and shape emerging leaders in the arts and humanities, positioning them to successfully move into leadership roles. We are grateful to the Mellon Foundation and our colleagues at the Maryland consortium’s Breaking the M.O.L.D. program for their inspiration to move this collaborative forward,” said Mary Ann Villarreal, vice president for Equity, Diversity, & Inclusion at the University of Utah and principal investigator of the grant.



Amplifying Community Engagement

We actively cultivate internal and external community connections where trust is built, the effects of injustice are uprooted, and long-term and sustainable outcomes and relationships are developed.

Engagement: The community connections where trust is built and the structural effects of injustice are uprooted.

Equity, Diversity, and Inclusion Strategy Council (EDISC)

Launched in December 2021, the Equity, Diversity, and Inclusion Strategy Council is one of many firsts for the university and organizes a collective effort toward an equitable and inclusive campus.

Comprised of a representative from each college, division, unit, and organization at the University of Utah, the council provides direction, support, and oversight of the work of the university to become more diverse, equitable, inclusive, and anti-racist through its policies, practices, and programs. The EDI Strategy Council centers and implements equity processes, practices, and behaviors with over three dozen member leaders who further engage and ignite participation in their units.

Members of EDISC attended a fast-paced four-month Shared Equity Leadership (SEL) session conducted by Dr. Amy Fulton, director of the New Leadership Academy, to develop shared language, practices, and values for working collaboratively to ensure equity is embedded throughout the structures and systems within the university.

Working Groups representing each of the strategic focus areas – belonging, climate, engagement, and health equity – are collaborating with leaders from the division for Equity, Diversity, and Inclusion, to identify specific areas that create barriers to success.

Alongside the recommendations of the Working Groups, EDISC will also take into account other matters, such as available resources, accountability, implementations, and alignment with the University of Utah's Six Commitments before making its own recommendations. Written reports are made available to all faculty and staff through the council's website.

The membership of EDISC and the Working Groups gathered in May 2022 to discuss, innovate, and develop strategy for successfully transforming the University of Utah into an equity-focused institution. As a next step, the four Working Groups will consult with their colleagues and teams – through meetings, questionnaires, targeted discussion, and other means – to learn more about the challenges faced in leading with the lens of equity and how these challenges might be mitigated.

An interim report of the Working Groups shall be shared for discussion at a dedicated faculty and staff meeting, after which a final report will be drawn up to include considerations and justifications for recommendations in terms of the strategic importance, the fit to the university, and the internal and external community context. refugee or recent arrival students.

EDI Signature Events

The division for Equity, Diversity, and Inclusion engages the campus community in honoring members of underrepresented communities and hosting events that educate participants on varying aspects of experience and identity.

AUGUST 31, 2021 - *Welcome Back Bash*

The Welcome Back Bash offered an opportunity for students to connect with centers, staff, and resources from Equity, Diversity, and Inclusion at the start of the semester, in addition to a games, prizes, food, and activities.

OCTOBER 25-NOVEMBER 5, 2021 - *MEDiversity Week. "Intersectionality in Health Education and Care"*

MEDiversity Week highlights the equity, diversity, and inclusion work within University of Utah Health through presentations on the research and practice of U of U Health faculty as well as workshops and discussions on how to advocate for equity and inclusion.

JANUARY 15-21, 2022 - *Dr. Martin Luther King, Jr. Week (MLK Week). "Becoming the Beloved Community"*

In a year filled with division, the 2022 MLK Week explored ways to work together to come "the beloved community" Dr. Martin Luther King, Jr. described where love and trust triumph over fear and hatred. The University of Utah's Dr. Martin Luther King Jr. Youth Leadership Award honors outstanding students from across the state of Utah, grades 7 through 12, for their dedication to the beliefs of Dr. Martin Luther King Jr. through community service and leadership. Each awardee is honored during the annual Martin Luther King Jr. Week. MLK March

MARCH 14-18, 2022 - *Women's Week. "Shift. Strive. Thrive."*

The 2022 Women's Week validated and acknowledged the struggles from the past two years and explored the ways we're shifting, striving, and thriving to become stronger as we emerge to a new future.

MARCH 28-APRIL 1, 2022 - *Pride Week at the U. "Solidarity"*

The 2022 Pride Week at the U highlighted LGBTQIA+ movements and leaders who work in solidarity with multiple marginalized communities.

APRIL 8-9, 2022 - *50th Annual University of Utah Pow Wow. "Grounded by Indigenous Love, Resilience in Kinship"*

For its 50th anniversary, the Pow Wow Committee wished to highlight the communities' endearing and resilient characteristics when navigating the world today.

APRIL 25-28, 2022 - *U Remembers. "Protecting the Truth"*

With fewer and fewer Holocaust survivors alive to tell their stories, White supremacist and antisemitic groups have worked to erase, distort, and censor the horrors of the Holocaust. This year's U Remembers emphasized the importance of holding each other accountable for truthfully honoring the legacy of Holocaust victims.

MAY 5, 2022 - *EDI Graduation.*

The Equity, Diversity, and Inclusion Graduation is a celebration of graduates' complex histories, experiences, communities, and families. The inaugural ceremony created a new tradition reflecting the intersectionality of the student body, by honoring not only the milestone by the cultural and community traditions that support its celebrants.

JUNE 19-20, 2022 - *Juneteenth.*

Juneteenth National Independence Day commemorates June 19, 1865, the day enslaved people in Galveston, Texas, learned of their freedom – two years after President Lincoln issued the Emancipation Proclamation to free enslaved people in Confederate states about two months after the Civil War ended. The University of Utah's inaugural Juneteenth celebration was held on June 21 with the university commemorating the state holiday observance on June 20.



Friday Forums on Racism in Higher Education

Launched in September 2020, Friday Forums is a regular conversation with national thought leaders that elevates the national conversation on equity, diversity, and inclusion; showcases models of disrupting complicit racism; and provides opportunities for participants to share ideas on actionable items toward a diverse, equitable, and inclusive campus.

6

Conversations

919

Attendees

26%

**of registrants
outside the U**

87%

**of participants agreed it was
a good use of their time**

“I am not alone in doing this work and having these conversations at the U. There are other people out there who are willing to engage in these conversations in a productive way.” – Friday Forums attendee.

New Leadership Academy: Fellows Program & Learning Partners

A partnership between the University of Utah and the American Association of Hispanics in Higher Education (AAHHE), NLA Fellows was previously hosted by the National Forum on Higher Education for the Public Good at the University of Michigan. In 2021-22, the program successfully transitioned to the University of Utah, completed a curricular refresh and launched the first cohort of 35 Fellows from across the nation.

160 Alumni

70 Institutions
& Organizations

New Leadership Academy also provides best-in-class consulting services in leadership development in equity, diversity, and inclusion; strategic planning; and shared equity leadership to higher education organizations and institutions. In 2021-22, the initiative’s first year at the University of Utah, NLA worked with four institutions to: assess leadership capacity for organizational change for equity, diversity, and inclusion; provide feedback on integrating equity, diversity, and inclusion priorities into strategic planning; evaluate progress toward equity, diversity, and inclusion goals; host workshops for institutional leadership; advise on hiring and professional development initiatives; and incorporate board members and other stakeholders in equity, diversity, and inclusion efforts.



Securing Health Equity

We courageously and creatively develop institutional policies, practices, and programs that eliminate health inequities and ensure all patients and clients achieve equitable health outcomes. Each of the health sciences schools/colleges (Medicine, Dentistry, Nursing, Pharmacy and Health), the Huntsman Cancer and Mental Health Institutes, and the Eccles Health Sciences Library, all play a role in the delivery of care, and therefore have a responsibility and a role in securing health equity.

Health Equity: Ensuring all patients from underserved backgrounds achieve equitable health outcomes to patients from those groups with the best health outcomes.

Health Sciences LEAP

The University of Utah serves an increasingly diverse state and houses the only public medical school, dental school, and pharmacy school in the state, as well as a college of nursing and health. Like most states, Utah's diversity in the health professions lags behind the diversity of its general population.

Health Sciences Learning, Engagement, Achievement, and Progress (HS LEAP) is a four-year pipeline program intended to increase racial and ethnic diversity in the health professions, specifically focused on (but not limited to) students from underrepresented communities (first-generation or academically, socially, or economically disadvantaged) seeking careers in health or medicine.

In conjunction with undergraduate studies, the program assists underrepresented students entering as first-year students who have an interest in pharmacy, nursing, medicine, dentistry or health. The program supports students through academic and personal advising and offers program activities for networking with peers. The program collaborates with other schools/colleges to connect HS LEAP students with the profession of their choice and mentorship.

24

student
completions
in 2021-22

1/3

admitted
to graduate
programs, a
majority into
medical schools

50

students
enrolled
in 2022-23



Research and Scholarship

The University of Utah Health Equity, Diversity, and Inclusion (UHEDI) office is committed to advancing the science and practice of equity, diversity, and inclusion work in academia, healthcare delivery, and society. University of Utah Health scholars and thought leaders are shaping the dialogue in equity, diversity, and inclusion and recommending actions that institutions and individuals can take to improve the practice of equity, diversity, and inclusion in their circles of concern and influence.

Since the installment of Dr. José E. Rodríguez in the office as Associate Vice President for Health Equity and Inclusion in 2020, UHEDI has published 20 articles – an average of six papers per year – the overwhelming majority of which are equity, diversity, and inclusion-focused. In 2021-22, UHEDI or its partners published the following research highlighting our programs in medical education journals:

- **Increasing racial and ethnic diversity at the University of Utah physician assistant program (Family Medicine)**
- **Preparing historically underrepresented trainees for biomedical cancer research careers at Huntsman Cancer Institute/University of Utah Health (Medical Education Online)**
- **Introspection to Improve Pipelines and Graduate Programs at University of Utah Health (Family Medicine)**
- **Increasing URiM Family Medicine Residents at University of Utah Health (PRiMER-Peer-Reviewed Reports in Medical Education Research)**
- **Lessons From the first decade of the Native American summer research internship at the University of Utah (Academic Medicine)**

UHEDI has also been diligent in leading conversations and thought in the academic medical community through publications on anti-racism, privilege systems, and inequitable practices in medicine that can be overcome. Here are a few recent examples:

- **Dear white people (Annals of Family Medicine)**
- **Sharing the power of white privilege to catalyze positive change in academic medicine (Journal of Racial and Ethnic Health Disparities)**
- **Abolish the minority woman tax! (Journal of Women's Health)**
- **Dismantling Anti-Black Racism in Medicine (American Family Physician)**
- **Address White Fragility In Order to Engage in Racial Caucusing (Family Medicine)**
- **Implementing high-quality primary care through a health equity lens (Annals of Family Medicine)**

Looking Ahead

University of Utah Health faculty members serving as equity, diversity, and inclusion assistant/associate deans or directors are currently working on an additional five manuscripts. At least 10 other manuscripts or letters to the editor have been accepted or are awaiting publication. This work is expected to grow rapidly in coming months.



MEDiversity Week

MEDiversity Week highlights the equity, diversity, and inclusion work within University of Utah Health, while addressing health care disparities and offering solutions for the training of our current and future providers. The week's events include presentations on the research and practice of U of U Health faculty to address access to care as well as workshops and discussions on how to advocate for equity and inclusion in our daily personal and professional lives.

The second annual MEDiversity Week, October 29-November 5, 2021, focused on the theme of "Intersectionality in Health Education and Care" and imagined a world where health care providers recognize more than just the obvious identities of their patient and instead address the whole patient. It featured a keynote address and panel with Dr. Sandro Galea, a physician, epidemiologist, author, and dean of the Boston University School of Public Health, as well as a special lecture by author and surgeon Dr. Lori Arviso Alvord, MD, the first member of the Navajo Tribe to be board-certified in surgery.

"In this year's celebration we recognized that multiple identities exist simultaneously within all of us," says Dr. José E. Rodríguez, MD, FAAFP, associate vice president for Health Equity, Diversity, and Inclusion and tenured professor in the Department of Family and Preventive Medicine. "We emphasize that recognition of our individual intersectional identities will help us understand each other, but more importantly, it will help us serve our patients."



To learn more about our initiatives and engage with EDI visit our website, www.diversity.utah.com or follow us on Facebook, Instagram, and Twitter: [@uofuedi](https://www.instagram.com/uofuedi).



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