

March 2, 2016

Diversity Learning Initiative at the University of Utah

**Working Group Members**

Ana Maria Lopez, Associate VP for Equity and Diversity, Health Sciences, Co-Chair

Kathryn Stockton, Associate VP for Equity and Diversity, Main Campus, Co-Chair

Mary Ann Berzins, Assistant VP for Human Resources, Co-Chair

Belinda Saltiban, Director, Inclusive Excellence

Kim Hackford-Peer, Associate Director, Gender Studies

Araceli Frias, Graduate School

Rob Davies, Counseling Center

Wazir Jefferson, Student Success Advocate

Debra Daniels, Assistant VP, Student Affairs

Claudio Villanueva, Assistant Prof, Biochemistry

Stuart Culver, Associate Dean, Humanities

Ajay Nahata, Associate Dean, Engineering

Nicole Robinson, Professor, Fine Arts

Cliff Rosky, Professor, Law

Erin Castro, Assistant Professor, Educational Leadership and Policy

Martha Bradley, Associate VP for Undergraduate Studies

Irene Ota, Professor, Social Work

Jose Galaraza, Assistant Professor (Clinical), Architecture

Joy Pierce, Associate Professor, Writing and Rhetoric Studies

Matt Basso, Associate Professor, History

Janis Louie, Professor, Chemistry

Wanda Pillow, Associate Professor, Education, Culture and Society

Dhiraj Chand, Foundation Relations, University Advancement

Amy Wildermuth, Associate VP for Faculty, Main Campus

Carrie Byington, Associate VP for Faculty, Health Sciences

Darin Ryujin, Associate Professor (Clinical), Physician Assistant Program

Mario Alburgues, Research Associate Professor, Pharmacy

Student Representatives TBD

Dear Colleagues,

We are writing to invite you to serve on a working group focused on improving awareness and knowledge across our campus on diversity and inclusive practices. One of the themes expressed in the campus-wide dialogue on race, held November 2015, was the need for improved knowledge of the

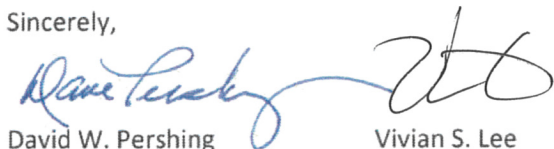
insidious micro aggressions that can occur in a wide range of campus contexts, including classrooms, and are harmful to our entire community of students, staff and faculty. As a university deeply committed to a welcoming and inclusive environment for people from all backgrounds, we seek to provide learning opportunities for all members of our community on actions and behaviors that promote this core value.

Given the importance and urgency of this task, we ask that you provide recommendations as soon as possible on the following issues:


- What can we learn from existing models that have been effective in improving awareness of diversity and inclusive practices at all levels (faculty, students, and staff)?
- What approach or approaches do you think are the best match for the University of Utah?
- Could we pilot an approach that you recommend in Fall 2016?
- What strategies could we then follow to (a) learn from the pilot, (b) make appropriate modifications, and (c) implement the learning opportunities on a university-wide scale?
- What timing and schedule do you recommend for university-wide implementation?

Kathryn Stockton, Ana Maria Lopez, and Mary Ann Berzins, all with portfolios linked to diversity and inclusion, have graciously agreed to co-chair your working group. We hope that you will be able to provide preliminary recommendations by May 1, 2016, so that we can prepare for a pilot implementation in Fall 2016. Please know that we are deeply grateful for assistance, and look forward to working with you to advance your recommendations to action to strengthen our campus community.

Sincerely,



David W. Pershing  
President



Vivian S. Lee  
Senior VP, Health Sciences



Ruth V. Watkins  
Senior VP, Main Campus