Purpose of State of the Union

The State of the Union aims to

- Increase transparency with students and the larger community
- Build accountability
- Foster collaboration between departments
- Increase communication and engagement with students
State of the Union

- Recurring events to offer the opportunity for students to learn about EDI initiatives from each Union department.
- Departments will each have the opportunity to give a 5-minute presentation to inform students and colleagues about their current EDI initiatives.
- Students will be given an opportunity to comment after each presentation
  - students will also have the opportunity to submit feedback via Qualtrics
  - All feedback will be sent to the departments
- We have also created a tab on our website to be able to see the progress made based on feedback.
The A. Ray Olpin Union is the community center of campus that complements the academic mission of the University. The Union cultivates an environment that serves students by providing social, cultural, leadership, and co-curricular opportunities. The Union values diversity and promotes a safe and welcoming atmosphere where students are inspired to realize their potential.
Union Administration

The Union Administration office oversees the operation of the Union.

Our team provides the campus community with various resources ranging from providing recreation, hosting events, marketing and giving information and directions to students, staff, faculty, and the public.
Union Administration
EDI Initiatives
Quick Changes

Braille Business Cards
- Name
- Number
- Email

Preferred Pronouns in Email Signatures
- Linked to Pronoun Information

Added EDI section to Union Website
EDI Advertising Support

No cost for EDI-related events:
- Union TV Screens
- Union Social Media
- Placement of Banners on Union Patio
Dress Code Policies

The A. Ray Olpin Union will re-evaluate its dress policies by area and get input from all its student and staff employees to create a dress code that is agreed upon by all. By doing this, we are removing institutional stigmas of what is considered “professional.”

- The dress policies are to be reviewed every summer and agreed upon by full-time and part-time employees before or during staff day (Friday before the semester starts).
Staff Trainings

The A. Ray Olpin Union full-time staff will attend at least one training or educational session monthly with an emphasis on EDI.

- Upon attending training, employees will have an open conversation on the session they attended at the next staff meeting.
- This conversation is to be the first agenda item of that meeting.

The A. Ray Olpin Union also wants to emphasize the importance of language and communication in creating an inclusive environment that does not perpetuate racism. So, a big focus on educational components will be learning about stereotypes, microaggression, microinvalidations, microinsults, and the importance of why we need to be cognitive of them.
New Student Opportunities

**Union Fellowships**

The Union offers semester-long fellowships. Fellows receive various opportunities for professional development, experiential learning, leadership skills, and introduction to the student affairs division.

Union Fellowships do **NOT** require a Social Security Number in order to offer these opportunities to more students on campus.

Union Fellows receive a scholarship for their participation in the program.

Union Fellowships are renewable.
Anonymous Qualtrics form

Student employees and/or staff can voice their concerns or if they experience any racism or incidents of bias in the Union through an anonymous Qualtrics form that is located in all the teams chat.

- Any incidents of bias or racism submitted to the Qualtrics form will be acknowledged, and a plan to deliberately address them will be made.

The Union will also host one focus group a semester to gauge the culture of the Union and the perception that student employees and fellows hold toward it.
Art Committee

An art committee has been formed that, among other responsibilities, will review current art in the building and select new art representing a diverse range of backgrounds and identities.

This art committee is to add at least two new pieces every year.
- The art committee will be made up mostly of students.
- The art committee will make recommendations about curation.

If any student leaders would like to get involved, please reach out to AJanovak@union.utah.edu
Scholarship Program

The A. Ray Olpin is committed to awarding money to underrepresented students to help combat the systematic racism and barriers that have been in place in higher education in the attainment of a college degree to historically marginalized students.

- Union Development team will track demographic information about scholarship recipients to assess the portion of scholarships awarded to historically underrepresented populations.
Programming

The Union Programming Council will host events throughout the semester that are tailored* to racially diverse students to cultivate the inclusive environment we aspire for the Union to be.

The Union Programming Council will review its marketing strategies to ensure individuals from all over campus hear about their events.

*All Union Programming Council events are open to all students
Questions?