

The background is a vibrant yellow, densely populated with stylized, hand-drawn eyes in various colors and sizes. The eyes have thick black outlines and are surrounded by colorful circles in shades of blue, green, pink, and orange. The overall aesthetic is bold and artistic.

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Salt Lake Community College Magazine Winter/Spring 2021

Perspectives on Diversity

What does it really mean to be a diverse institution? You may be surprised what SLCC students say.

panoramic



Learning Health Care Skills

Certified nursing assistant student Marlee McKean signs off on patient-care practices for instructors Candice Williams (left) and Christine Klamm at the Jordan Campus.



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Alumnus Al Jones built a multimillion dollar trucking company.





Starting the Conversation

I don't pretend to fully know the meanings of diversity, inclusivity and equity. I've seen them differently defined. As an editor, trained to be objective and put aside personal bias and prejudice, my job is to reveal facts and truthful stories. In this issue of SLCC Magazine, our intent is to explore a few facts regarding the most basic measure of diversity, the demographics of students at Utah colleges and universities. It's a starting point, not intended to cover all the intricacies of this complicated topic.

First-hand demographic research conducted for this edition reveals these facts:

1. SLCC is the most diverse higher-ed institution in Utah. That's not a new revelation.
2. Nearly one-third of SLCC students are minorities, the highest proportion of any college or university in the state.
3. The percent of minority students at SLCC is higher than statewide and in Salt Lake County. SLCC's goal is to mirror the county, our primary service area.
4. SLCC exceeds its goal in four racial/ethnic distinctions: Latino, Black, American Indian, and multiple races.
5. It falls below, just barely, in three others: Asian, Pacific Islander and white.

In this edition, we highlight several students and their perspectives as well as our efforts to sustain and enhance diversity, inclusivity and equity. We draw no conclusions and can't tell you what it all means, but perhaps together we can begin to decide.

DB Troester
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New Look

We've redesigned this issue of SLCC Magazine to be more modern and aesthetically pleasing, while enhancing reader usability. We'll keep this format moving forward. Credit for the makeover goes to graphic design firm Pentagram.

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slccbulletin

New Digs

Huval student center to open at Jordan Campus

When the Tim and Brenda Huval Student Center opens in spring 2021 on SLCC's Jordan Campus, it will be accompanied by the Huvals' significant support of student scholarships in SLCC's health sciences program.

"The student center name honors Tim's many contributions to the college, which include graduating from SLCC, having worked at the college and caring deeply about the students who attend and graduate from SLCC," says Nancy Michalko, executive director, Development and Foundation. Huval was scheduled to be SLCC's Commencement speaker last May, but the Coronavirus pandemic and resulting online commencement ceremony moved his address to May 2021.

The smaller student pavilion on Jordan Campus, that stood where the new student center now stands, housed a few student-related activities. But the new 41,000-square-foot center has a bookstore, food services, a Bruin Pantry branch, Center for Health and Counseling, fitness center, study areas, event space, a lounge and more. Student fees are funding the \$17 million new center, which will also host a Veterans Center, International Student Affairs, Office of Diversity and Multicultural Affairs, Disability Resource Center and other college services. The new center will eventually serve about 5,000 students at Jordan Campus.

Michalko says additional opportunities remain for donors to have spaces at the center named in their honor as funds collected continue to expand scholarships for students.

Tim Huval has deep roots at SLCC and in 1989 earned an associate's degree in business management from the college. From 1991-1997, he was director of SLCC's Custom Fit Training, Continuing and Community Education Department. In 2007, the college awarded him an Honorary Doctor of Humane Letters degree. He and Brenda are lifelong supporters of education and in 2015, the college named its South City Campus child care facility the Tim and Brenda Huval Child Care Center.





Award of Excellence

SLCC Magazine took top honors from the National Council of Marketing and Public Relations. The magazine won a Gold Award for its edition featuring Dreamers at SLCC. The piece, which featured undocumented students at the college, won a second Gold Award for Excellence in Writing.



When he heard about a fire destroying the ATC building at SLCC's Taylorsville Redwood Campus, Todd Jameson offered to help HVAC students.

Stepping Up

Company donates space for SLCC's displaced HVAC program

Looking through the news on his phone one day in June, Superior Water and Air Vice President Todd Jameson came across an article about the Applied Technology Center fire at Salt Lake Community College's Taylorsville Redwood Campus. The last sentence stirred his thoughts as he read about the college not being sure what it would do with the HVAC program scheduled to move from SLCC's Meadowbrook Campus to the ATC building.

Jameson knows firsthand the need for more trained and skilled workers in this essential and growing field and began thinking about Superior's own West Valley corporate facilities and how the company might be of service. The West Valley property includes a training facility and warehouse, which Jameson felt could be shared with SLCC until the college completed a new Applied Technology Center.

"I got thinking, we've got this building to use for training, plus a warehouse, and it's only a half-mile from the school. Salt Lake Community College is part of our community here in West Valley," he says. The idea quickly took hold at Superior, and Jameson connected with the college and reached an agreement to donate use of the facility to SLCC.

"Hard work put us in a position to help," says Jameson, "and our employees are excited about this." The company started in Utah in 1956 and,

through the years, expanded into Idaho and Colorado. Skilled labor in the trades has declined, he says, and it has a big impact on the community. "We are very glad to be able to help."

An in-kind donation from Superior Water and Air gives SLCC's HVAC program access to 5,860 square feet with room for instruction and parking for faculty, staff and students, to use over the next three years.

SLCC is remodeling the space at Superior Water and Air to facilitate the proper learning environment for faculty and

"Hard work put us in a position to help."

SUPERIOR WATER AND AIR VICE PRESIDENT TODD JAMESON

students. The program plans to move into the building after the spring semester. "Students in the SATHVAC Technician Program will be completing the dismantling of equipment at Meadowbrook and setting it up at the new facility," says Dave James, associate dean of Apprenticeship and Construction Related Technologies at SLCC.

There are 45 students between the two HVAC programs, 30 in noncredit certificate-based courses, and 15 working toward a four-year apprentice associate's degree. Workers in the field can earn from \$40,000 to \$50,000 a year, according to the U.S. Bureau of Labor Statistics.

Plans are underway to demolish the burned-out ATC and design and construct a new building, with further details forthcoming as planning progresses.



Making a Difference

Tim and Brenda Huval actively support education and students at Salt Lake Community College. A new student center at the Jordan Campus is named for the Huvals. Tim is an SLCC alumnus and chief administrative officer of health insurer Humana.



Top left, clockwise:
Beringo Masumbe, right, helps a participant in a Q&A about racial injustice.
Latinxs United for Change and Activism (LUChA) members and graduates celebrate with a special ceremony.
The Utah Jazz Bear and Jazz Dancers kick off the annual Gail Miller Utah Leadership Cup for scholarships.
Art welding instructor Richard Prazen demonstrates a welding technique.
Dr. Dalia Salloum teaches her socially distanced biology class.





Bird's-eye View

Matt Monson projects his vision on the wall of the newly built Salt Lake County Library in Kearns.



objectified



Throughout September, Salt Lake Community College Assistant Professor Matt Monson could see elements of his childhood unfolding on a huge wall amid a palette of mostly warm colors, spread by quietly working artists.

The painting covers a wall of the newly built Salt Lake County Library in Kearns and depicts bygone days from a bird's-eye view of Monson's hometown, Kearns. He competed for and won in 2018 a commission by the county to create four art pieces for the new 35,000-square-foot library at 5350 S 4220 West. The new library was built on the site of the old one and is slated to open in late 2020. Monson calls the artwork a return to his roots.

His family moved to Kearns when he was 2. His father grew up in Kearns and was a teacher there. His grandparents lived a few blocks from the old library. When his father took a job teaching in Japan during Monson's childhood, he recalls coming home to Kearns each summer. "It is rich with good memories, good people and, for me, a nostalgia of summer days in my youth."

Monson met with county officials to agree on a theme and overall look and feel of three murals and a sculpture he designed. He is creating the artwork in his spare time and recruited artists from SLCC's student body and the community to help. His full-time job is SLCC assistant professor over the Fashion Institute's Visual Merchandising Department. Brooklyn Ottens and Alexandria Cook, SLCC visual arts students and both restaurant workers who found themselves unemployed because of the coronavirus pandemic, were grateful to be paid and to contribute to something meaningful. "It's giving my life a lot of purpose," said Cook, 31, who wants to teach art someday. "I just really enjoy this kind of work."

The three separate murals depict scenes of the past, present and future of Kearns while the outside sculpture is meant to be interactive and appealing for children. "A primary goal of the work we are creating is to allow everyone to see themselves reflected in the art," Monson says.

SLCC Assistant Professor Matt Monson was commissioned to create three murals and a sculpture at the Kearns Library.

PREP

Federal grant allows high school students to enroll in engineering courses

Salt Lake Community College is partnering with Jordan School District to prepare students for high-demand engineering careers by enhancing the district's Pre-Engineering Program (PREP) to create a career track for students to dual enroll in SLCC's Engineering Technology program.

The partnership is funded by a \$589,000 National Science Foundation Grant and is expected to help improve graduation rates, allowing juniors and seniors in the Jordan School District to study engineering technology at SLCC and earn a certificate of completion by the time they graduate high school.

"One of our greatest challenges has been to recruit students into engineering programs that are essential to Utah's continued economic development," says Dr. Craig Caldwell, dean of SLCC's School of Science, Mathematics and Engineering. "This new grant from the National Science Foundation will directly contribute to our ability to connect these students to high quality educational programs at SLCC and

provide an accelerated pathway that places students in high-wage jobs in engineering fields."

The enhanced PREP program builds on Jordan School District's success, working with students in seventh through ninth grades. It offers consistent contact, encouragement and engineering experiences. SLCC will connect students in the Jordan PREP program to new learning activities at SLCC's Westpointe campus, to bridge between middle school and high school experiences. The grant will fund creation of a new dual enrollment, competency-based curriculum for 11th- and 12th-graders.

The enhanced PREP program consists of two parts. For students in the seventh through ninth grades, the program offers consistent contact, encouragement and experiences to foster interest in engineering through activities at SLCC's Westpointe campus. The second part adds a new fourth year to the program for students in the 10th grade with enhanced contact and activity within SLCC engineering.

The culmination of the grant is to allow these students as 11th- and 12th-graders to dual enroll at SLCC to earn a newly created SLCC Engineering Technology certificate of completion when they graduate from high school.

Jordan School District students can now enroll in an SLCC Engineering Technology program while in high school.





Normality Trap

Pandemic will not be over anytime soon, author says



More than 1,000 people peered into their computer monitors Oct. 13 to watch science writer Ed Yong break down all things pandemic-related during his online appearance as guest speaker for Salt Lake Community College's annual Tanner Forum on Social Ethics.

Yong, who writes for *The Atlantic*, spoke for about an hour and took audience questions afterward in a Q&A moderated by Nick Burns, SLCC associate dean of Communication and Performing Arts. The award-winning journalist and author pulled no punches, covering everything from what he portrayed as President Trump's role in mishandling the COVID-19 pandemic to where America goes from here.

Yong started his day with SLCC at noon, taking part in a livestreamed student panel. More than 50 students joined moderator and biology Assistant Professor Melissa Hardy, who uses Yong's writing in her classes. In a Webex format, Yong spoke and answered questions for about an hour, ending by telling students to protect the quality of their work, be professional, work hard at all times and make sure that the work meets the highest possible standards. "I think that good journalism matters now more than ever," he concluded. "We need good people coming in (to the profession)."

Yong began by recalling a story he wrote in 2016 about how a pandemic might play out under a Trump presidency. He wrote then that it would be defined by the president's "rash" tweeting, ignoring advice of experts and failed diplomacy.

"And here we are," Yong said several times throughout the evening. During his address, he drew from several articles he wrote since the pandemic began, including the issue of so-called "long haulers," people experiencing terrible symptoms of COVID-19 for weeks or months. He talked about vulnera-

bilities in the United States that have been exposed by the virus: overcrowded prisons, nursing homes unable to handle a pandemic and an unprepared public health system.

Yong wrapped up his time before the Q&A by referencing his article in *The Atlantic*, "America Is Trapped in a Pandemic Spiral," in which he listed nine areas where America has failed, including what he calls the "normality trap." "Things look normal," he said. "We want them to be the same, but there is a pandemic, there is a virus out there, that is causing people harm that has not gone away." It's been "one hell of a year" and that the pandemic will not be over any time soon, he said.

In a few lighter moments during the Q&A, Yong was asked about books he's reading, a question prompted by the online backdrop of his bookshelves. He noted that most of his reading these days includes papers written by scientists during the pandemic. On the subject of traveling to see loved ones during the holidays, Yong said he still thinks "in general it's a bad idea," particularly since the virus spreads most easily during prolonged visits indoors with people talking and laughing. "It's a pandemic year, and we need to behave as if there is one," he said. When asked, Yong said he is most looking forward to resuming research for a book he's writing about ways in which animals perceive the world around us. He signed off by telling everyone, "Stay safe."



Forum Asks Tough Questions

The Tanner Forum on Social Ethics brings nationally and internationally recognized speakers to Salt Lake Community College. The forum enhances the college's mission as a community-based learning institution. It provides opportunities for students, faculty, staff and the wider community to come together for the thoughtful examination of critical issues in contemporary social ethics. It's funded, in part, by the O.C. Tanner Company.



Homage to Barbara Lindquist Tanner

Salt Lake Community College would like to pay special recognition to the late Barbara Lindquist Tanner, who passed away in April. Barbara was a huge supporter of the college and the Tanner Forum. Her three honorary doctorates include one from SLCC. She was also named the United Way Woman of the Year. She and her husband of 78 years, Norman Clark Tanner, were widely known for their philanthropy and passion for politics, the arts, education and social justice.





Student Perspectives

Illustrations by Edel Rodriguez

We spoke with six students of different backgrounds and upbringings about diversity, inclusion and equity and provided a glimpse of each student's challenges and perspectives. They all agreed SLCC's students are the most diverse in Utah, but faculty members do not fully represent that same diversity. Viewpoints that follow show a slice of what it means to study at SLCC and, in a small way, how the college can improve.



Professors actively working to meet the needs of students leads to success and equity, Emily says. Continued support fosters a sense of inclusion.

Emily Hernandez Alzamora, 19

BUSINESS MAJOR

Expects to graduate with an AS degree in May 2021
Wants to be a business attorney

Emily Hernandez Alzamora's parents are from Venezuela. She was born in Salt Lake City and grew up mostly in Murray. She excelled academically, which made it hard to win friends, specifically with white kids. "People put labels on you because it's easier to stereotype instead of figure out who you are on the inside." Her first white friend who lasted didn't show up until the ninth grade. They remain close today. Emily is president of the SLCC Student Association, tackling topics such as equity and inclusivity.

What SLCC gets right

Professors work with and assist students. This type of relationship helps students succeed and an equitable environment is created.

What SLCC could improve

You come in with lots of support from faculty, staff and counselors but it goes away and students become less involved and don't feel as included in the college. Not only that, but if students don't see or recognize support from those who look like them, it is difficult to reach out, because you tend to feel out of place. By hiring faculty and staff who look like the student population, there would be some sense of inclusivity and also equity.

“By hiring faculty and staff who look like the student population, there would be some sense of inclusivity and diversity.”

Shari-Fa Harrington, 23

EVENT & MEETING PLANNER

Expects to earn a certificate of achievement in Dec. 2020 and pursue an AS degree. Wants to be a wedding planner

Shari-Fa is acutely aware that she sometimes is the only Black person in a given classroom at Salt Lake Community College. When people don't talk to her, she quietly wonders why. Is it because she is reserved? Is it the color of her skin? She can't be sure. She was born in Ogden but grew up with her grandparents on St. Thomas in the U.S. Virgin Islands, where crime and bullying were more of an issue than racism, she says.

SLCC has a diverse student body, but also has its share of issues, such as inequity, she says. "If you want things done, you need to open your mouth and speak. That's just the way it has to be." She works as an admissions specialist for SLCC's Division of Student Affairs.

What SLCC gets right

SLCC provides student clubs where students of various backgrounds may feel included and talk about social issues within their community and discuss positive resolutions to provide better outcomes.

What SLCC could improve

Administration, faculty and staff could also connect with students by attending club meetings to create a personal bond and ask students what more they can do to help make SLCC a diverse institution. SLCC could hire more people from diverse backgrounds.

"If you want things done, you need to open your mouth and speak. That's just the way it has to be."



Shari-Fa feels SLCC could hire more diverse instructors and staff, and administrators should be more active in student activities.

“Inclusivity has to include free, open communication, transparency and the grace to meet challenges with conviction so that we can all look over the horizon.”

Jeff Sittner, 47

ACCOUNTING

Expects to graduate with an AAS degree in 2022

Adding skills for senior management position in the family business

As a mature student with many life experiences, Jeff Sittner is grateful SLCC offers programs that focus on improving or gaining specific skills rather than having to pursue a degree path less relevant to a student's needs. When he graduates in two years, the degree he earns will be his first. Much has changed since graduating from East High School in 1991, he says.

Jeff helps run a family business that operates three private schools in California. His father started the company and Jeff and an older brother are operations managers. In his professional life he believes “inclusivity has to include free, open communication, transparency and the grace to meet challenges with conviction so that we can all look over the horizon.”

Good teachers look out for the wellbeing of students, he says. “The best of them focus intently on the needs of their students and bring enough confidence into the room to share with everyone.”

What SLCC gets right

The college provides a low-cost education, which opens the school across demographics and economic means. That brings a wide variety of people and helps bring a lot of different perspectives to SLCC. Also, free access to tutoring is helpful for everyone.

What SLCC could improve

Some instructors need to be more sensitive to race and culture. Online curriculum can be overwhelming, and some teachers seem to let it ride and students roll with it. The focus isn't on how students are doing. Regardless of who is in the class, it impacts everyone equally. The more interaction between students and teachers, the better.

Online learning without adequate instructor support is overwhelming, Jeff says. SLCC's low cost encourages diversity.



Siaosi Heimuli, 19

EDUCATION

Expects to graduate with an AS degree in Spring 2021
Wants to be a teacher, principal or college professor

Siaosi used to introduce himself as George, the closest English translation to his Tongan name. But now he uses Siaosi to fully embrace his culture. His father attended SLCC and ultimately received a Juris Doctor degree from Brigham Young University. The family lived in West Jordan, had a certain level of comfort and lived the American Dream. Heimuli's dad had a stroke in 2011 and died in 2014 and the family's fortunes changed.

In high school and at SLCC, he has been reminded that many in the Polynesian community lack resources for food, mental health and educational guidance. "A lot of us feel like there is nothing we can do to make a change. We'd rather go with the flow." Siaosi is the SLCC Student Association equity and diversity vice president, working with college administrators to help change the flow at SLCC.

What SLCC gets right

SLCC does an awesome job at advocating that we are the most diverse college in Utah.

What SLCC could improve

SLCC needs to emphasize its community aspect to have inclusion of all students. We say that we are a community college, but we are not creating resources to make an easy transition for diverse students that attend either low income or alternative schools. The college needs to make sure that every campus has accommodations for those with any type of disability so that every student has an equal chance at learning. SLCC needs to be more equitable in the HR hiring process, to hire more faculty and staff who reflect the student population, so that the students are more inspired to not only attend but graduate with a college degree.

"A lot of us feel like there is nothing we can do to make a change. We'd rather go with the flow."

Siaosi realizes some students lack basic resources such as food and access to health care, which makes succeeding in college more difficult.





SLCC Promise, which funds tuition and fees for qualifying students, and diversity scholarships enhance inclusivity, Natalia says.

Natalia Warren, 19

CRIMINAL JUSTICE

Expects to graduate with an AA degree in May 2021
Wants to work in policing or forensic investigations

Natalia grew up in what she calls the Hunter section of West Valley City and describes it as ethnically mixed. But it wasn't until her freshman year of high school that she began to understand the nature of racism. A Latina friend asked her why white people pick on Spanish-speaking people. "If I dropped you off in Mexico, how would you do?" her friend asked. It was a wake-up call, and Natalia has transitioned, over the years, from being oblivious to white privilege, to better understanding it as an adult. She is the SLCC Student Association clubs and organizations vice president.

What SLCC gets right

I believe SLCC is pushing diversity in its student population through inclusive resources and departments, including the SLCC Promise and diversity scholarships. I think the events created here are fun and inclusive to all students who attend SLCC.

What SLCC could improve

I think SLCC could advertise its resources more and shine light on different departments and individuals who are here to support diversity, inclusivity and equity. I also think the college should focus more on its diverse student body and represent and highlight them, more than just showing off statistics. I also believe SLCC could work to hire more diverse faculty and staff and acknowledge these controversial topics and not shy away when asked about these from a general student.

"I think SLCC could advertise its resources more and shine light on different departments and individuals who are here to support diversity, inclusivity and equity."

The college needs more outreach to students, especially Asian students, who tend to be shy and reserved, Stephanie says. Clubs and diversity programs add to SLCC's welcoming environment.





Stephanie Hang, 20

PRE-MEDICAL HEALTH SCIENCE

Expects to graduate with an AS degree in May 2021

Wants to be a nurse, possibly in pediatrics

Stephanie moved to the United States from Chengdu in China's Sichuan province when she was 12. The English she learned in China, which requires all students to learn the language, didn't quite match U.S. English. "It was actually pretty hard for me," she says about that adjustment. But teachers and fellow students throughout middle school and high school in West Jordan helped her. Stephanie felt welcomed and included, though she found academics much less rigorous than in China.

That welcoming spirit continued at SLCC. Stephanie recalls a day when walking across campus and Academic Advisor Tien Pham, who is Vietnamese, said in passing a simple hello – "Ni Hao" – in perfect Mandarin. "I thought he was Chinese," she adds. "I thought that was pretty cool. Now he always says 'Hi.' Most people you meet on campus are nice, no matter if they are students or staff. It makes you feel like you're really welcome here." Stephanie works part time for the college's International Student Services, helping other students navigate life at SLCC.

What SLCC gets right

Clubs and departments, like the Office of Diversity and Multicultural Affairs, are inclusive of everyone. If an email about an event goes out, it's to everyone, not just members of those clubs, which are open to anyone.

What SLCC could improve

There needs to be more outreach to students. The college should do more to get students involved at the college and, speaking from experience, in particular with Asians, who tend to be more reserved or shy. Students who are more invested in the whole college experience tend to find more help and resources if they have problems or need help. The more people you know, the more help you can get.

“Most people you meet on campus are nice, no matter if they are students or staff. It makes you feel like you’re really welcome here.”

Empowerment

Twofold approach fosters diversity, inclusion



By **Lea Lani Kinikini, PhD**
SLCC chief diversity officer

Love, deep connection and collaboration all require us to work as one, to connect and yield power and to share the labor pains of great change. Love requires courage to be vulnerable but it also emboldens us to grow. It is with love at Salt Lake Community College that we designed a two-armed approach to build the most inclusive, diverse and equitable learning environment for students. This approach focuses on theory, scholarship, practice and administration, touching every aspect of our college community.

Our goal in this approach is to create a sustainable system for changing inequitable outcomes, to help all students achieve parity and excellence, and to transform SLCC's faculty and staff to mirror—in ethnicity and cultures—the student communities we serve. The college has made great strides in recent years, but we still have a way to go.

To help make deeper impacts in equity, diversity and inclusion, we are forming two arms to accelerate collaboration. The first is the Equity, Diversity and Inclusion Council for Transformation (EDICT), focusing on internal changes in all administrative divisions of the college. It will identify areas of persistent structural gaps that have resulted in lower student outcomes and metrics. EDICT will partner closely with Academic Affairs, Student Affairs, and Institutional Effectiveness to eliminate those gaps and lift outcomes and metrics.

The second arm is Justice, Equity, Diversity & Inclusion for Social Transformation (JEDI4ST), also known as the Jedi Hub at South City Campus. It focuses externally on community, scholarship and social justice and involves special equity pilot projects with the juvenile justice and adult corrections system. It seeks to disrupt school-age incarceration, which disproportionately affects students of minority backgrounds. JEDI4ST also will help adults leaving the corrections system reintegrate into our communities. We envision this arm focusing on family engagement because our communities in Utah are very family-oriented.

We are finding innovative ways to impact underserved neighborhoods through community connection and engagement. To support this, we have appointed professors to guide undergraduate research in their areas of expertise, such as the new interdisciplinary Hip-Hop and Lowrider Studies Initiative. We also are developing a strong publications program within JEDI4ST to model inclusive and transformative education. These add to other successful initiatives including the Diverse Faculty Fellowship that annually brings an underrepresented

junior faculty member to SLCC to teach and engage in the life of the college.

Teamwork, energy, heart and love are values we must activate to impact communities through contributions of our students during this time of great change. EDICT and JEDI4ST will guide that change by disrupting and rebuilding systems at SLCC that

Love, deep connection and collaboration all require us to work as one, to connect and yield power and to share the labor pains of great change.

limit growth and success. We will improve student outcomes and achievement by creating equitable education and lifting individuals, families and communities in Salt Lake County and statewide. For more information, visit slcc.edu/inclusivity.

INVESTING IN STUDENTS

Salt Lake Community College actively pursues outside funding for education and fosters diversity, inclusivity and equity through programs and practices funded by 43 active grants totaling \$15.6 million. A few of those include:

\$1.9 million to provide student support to low-income, first-generation students (U.S. Dept. of Education, TRIO, Student Support Services)

\$1.3 million to increase the number of underrepresented students who complete high school and complete post-secondary education (U.S. Dept. of Education, TRIO, Education Talent Search)

\$1.1 million to support expansion of the Huval Child Care Center (U.S. Dept. of Education, Child Care Access Means Parents in School)

\$819,416 to provide biotech education to increase student diversity in the field (National Science Foundation, Advanced Technological Education)

\$630,276 for basic technology skills training to refugees to increase employment opportunities (U.S. Dept. of Health and Human Services)





With Access, Success

SLCC's Disability Resource Center levels the field for students

Sarah Scott quit school in the eighth grade. A product of a shaky family situation with too much freedom for an already troubled kid, she started drinking at 13. She emancipated from her parents at 16.

Throughout her 20s and 30s, she worked a variety of jobs, mostly in retail management, starting in Southern Utah and then in Los Angeles, doing “big kid” drugs along the way and deciding at 23 to get sober through Alcoholics Anonymous.

After temporarily losing her sight in one eye twice, a brain scan in 2006 revealed she had multiple sclerosis, just like her Dad. She had watched him deteriorate over the years, from walking, to using a cane, then a wheelchair as a quadriplegic. He lived 47 years after his diagnosis and passed away in February 2020. “That’s what MS looked like to me. I thought it was a death sentence,” Sarah, now 39, says about her own diagnosis.

By 2015, the MS “kicked into gear.” She regularly deals with fatigue, balance issues, pain, muscle spasticity, slurred speech and poor memory. Sometimes she can’t even open her right hand. In 2018, she was granted disability benefits, but they don’t cover all her bills, so she made a new plan that led her to Salt Lake Community College.

Though she earned a GED, she had not attended school since the eighth grade and was scared and uncertain if college was for her. Now she relies on services offered by the college’s Disability Resource Center (DRC) to help her cope, and succeed, in school.

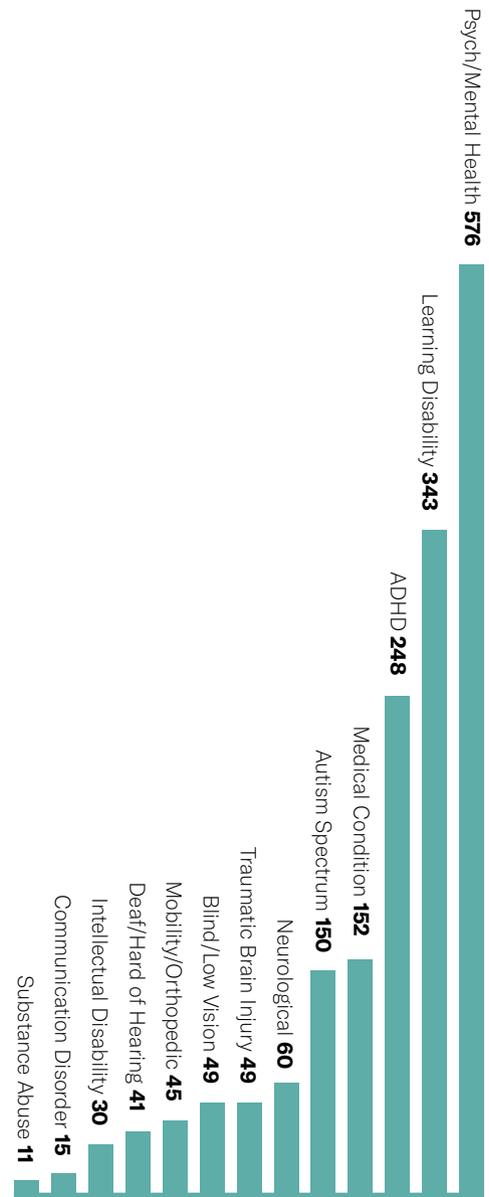
“Sarah has pushed through trying times to achieve her goals and to be a role model for other students with disabilities who may need some encouragement and motivation,” says DRC Assistant Director Faye Edebiri.

Sarah says the DRC helped her gain confidence she needed to succeed at college. “They have all been so wonderful, compassionate and understanding,” she says. “I was just riddled with anxiety.”

The DRC provided accommodations for Sarah that ensure equal access and level the playing field in the classroom, conveying to instructors certain needs, such as extra time or private rooms for taking tests, help with note taking or assignments. The DRC also helped others at the college understand Sarah’s disability, which isn’t obvious by looking at her because it’s an invisible disability, but every bit as challenging as a disability people can see.

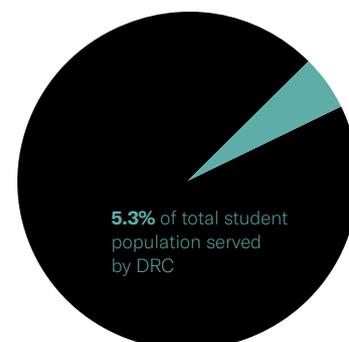
Sarah started at SLCC in spring, 2020 and hopes to transfer in a few years to a four-year school after she earns an associate’s degree in psychology. Her goal is to earn a master’s degree and become a therapist.

She wants to help people in the same spirit that she has been helped at SLCC. “You come here and you’re in an environment where people want to see you succeed,” she says. “People are genuinely happy for people who are kicking butt.”



Students with disabilities served by the DRC, 2019-2020

1,769 students served
135 pending service approval

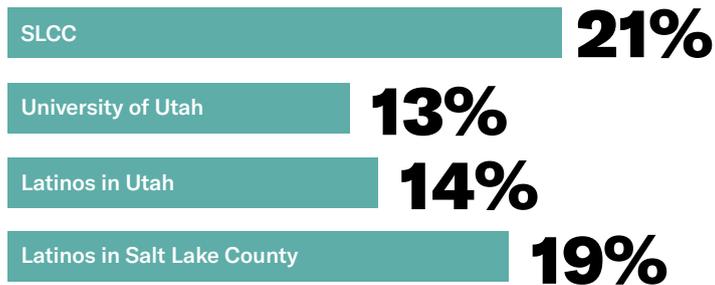


Diversity

SLCC students are the most racially and ethnically diverse in Utah, outpacing all other state schools and surpassing county and state population trends, according to new research comparing demographics at Utah's public colleges and universities.

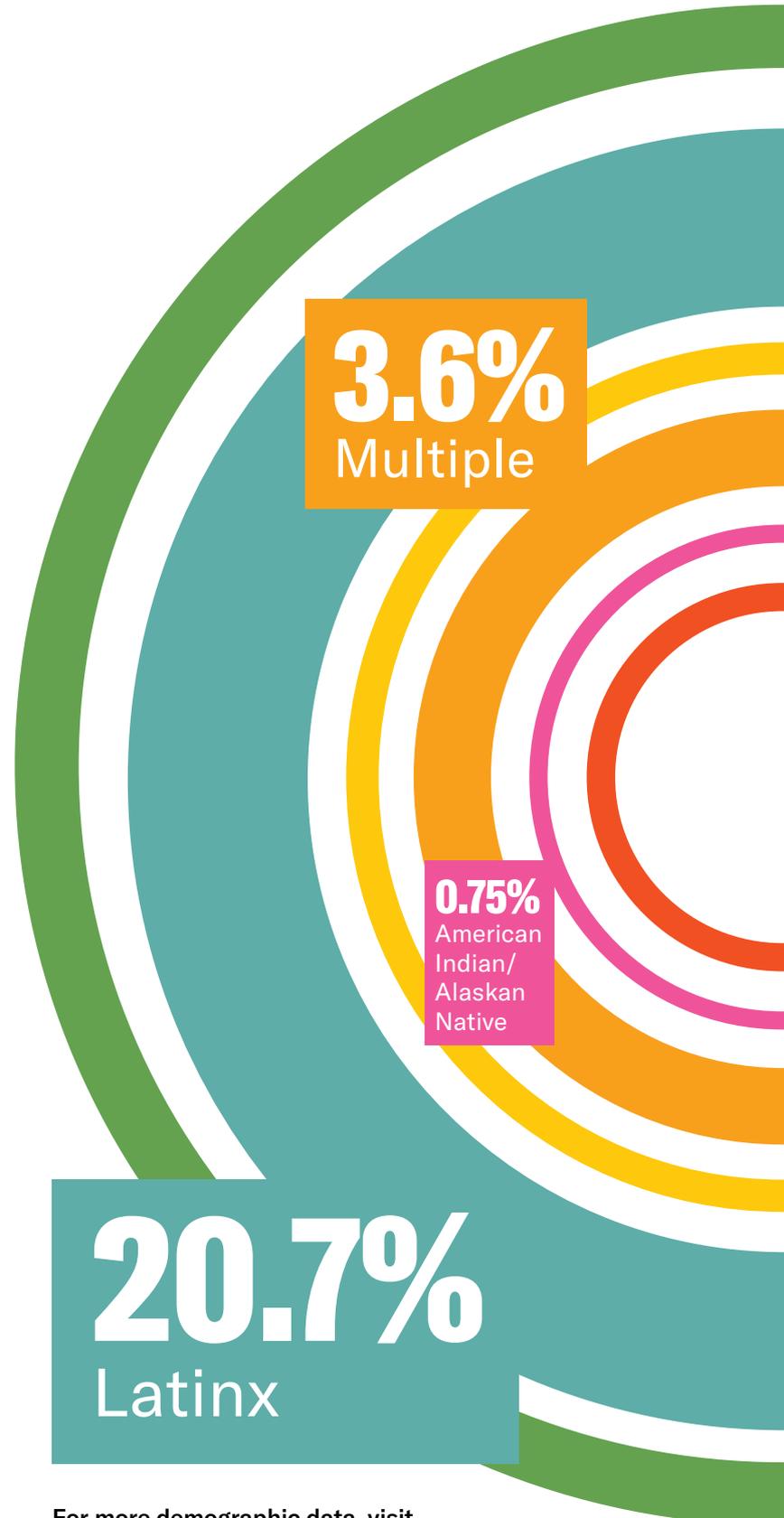
27 percent of 22,645 Latinx students enrolled at the eight state colleges and universities attend SLCC.

LATINX HEADCOUNT



672

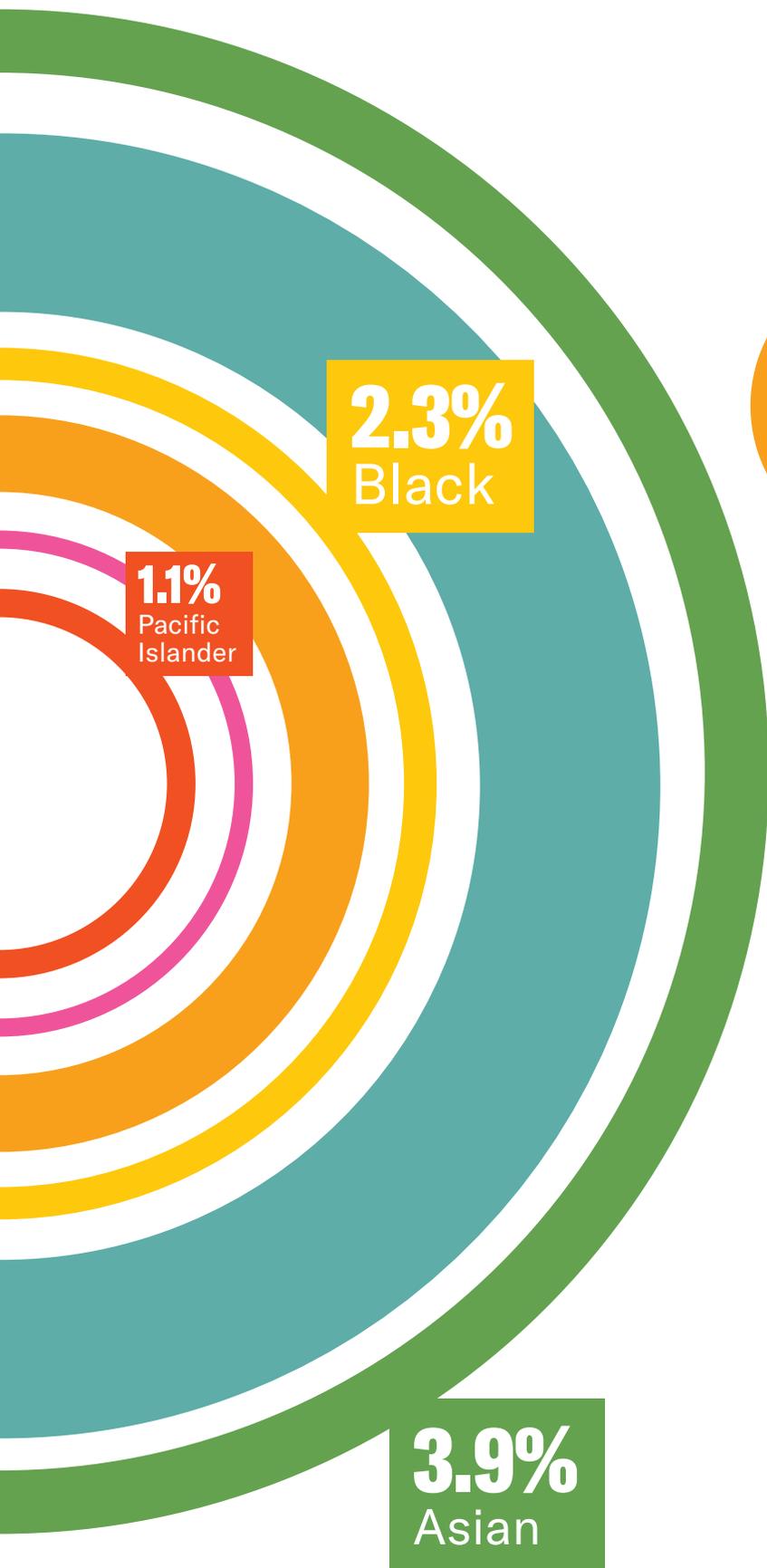
or 2.3% of SLCC's students are Black, the highest among all state schools. The next closest is Southern Utah University at 2.1%, or 214 Black students.



For more demographic data, visit slcc.edu/magazine/demographics

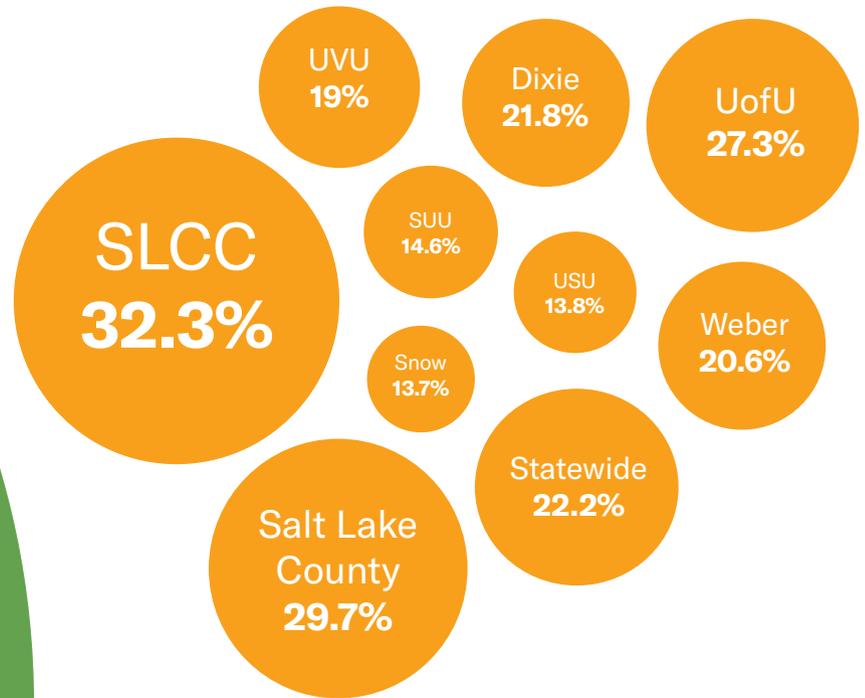
Sources: SLCC Magazine; Utah System of Higher Education; Kem C. Gardner Policy Institute
Figures include only students who self-reported and do not include international students

AT SLCC



STUDENT DEMOGRAPHICS, UTAH'S STATE COLLEGES AND UNIVERSITIES

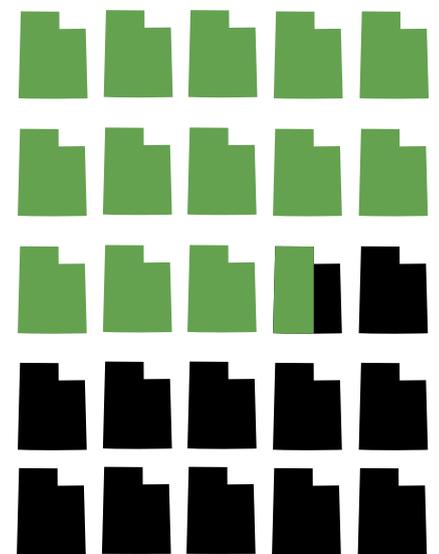
Nearly a third of SLCC students are minorities. Statewide, only 22% of the population is minority and in Salt Lake County, it's just under 30%. At the University of Utah, 27% of students are minorities.



39,356 minority students are enrolled at all eight state colleges and universities. Nearly a quarter of those attend SLCC.

54

percent of SLCC students are women. Statewide and county-wide, women comprise just under 50 percent. Five other state schools have female percentages higher than SLCC's. Southern Utah University is highest at 62% women.





T H E L O N G

REDBONE TRUCKING IS ON THE ROAD TO SUCCESS.



H A U L

FOR ALMUNUS AL JONES, IT STARTED WITH PASSION.

You could say Al Jones is driven.

THE 40-YEAR-OLD SLCC alumnus and founder of Redbone Trucking logged a lifetime of achievement in a few short years. His steady pace and passion for transport, for business growth, kept him on a straight road to success.

He worked two jobs, often weekdays and weekends, while his fledgling company found its way. It wasn't easy and early years were touch and go, but now in its 15th year, Redbone is projected to reach \$50 million in annual revenue.

Not bad for a kid from Kearns who got his CDL (commercial driver's license) in a three-week training course at Salt Lake Community College in 2003.

"I almost went bankrupt every month for the first couple of years," he says, only smiling slightly, "and it tapered off the years following."

At 6 feet, 4-inches tall, Jones is broad chested and cheery. He wears shorts and a simple polo during summer months at work and blue jeans in the winter. He greets and jokes with employees while walking briskly through the office and truck garage.

After completing SLCC's Professional Truck Driving program and getting his CDL in 2003, he drove for FedEx to start his career. At 25, he took a second mortgage on his westside Salt Lake City home and purchased his first tractor trailer, a \$33,000 truck with 621,000 miles on the odometer. By the time he sold it a few years later, he had logged another 1.4 million miles. Today, Redbone purchases mostly Freightliner trucks along with a few Volvos and Kenworths. There are 150 in the company fleet, and 100 refrigerated, dry-goods and tanker trailers. Jones is sole owner of the company.

"The key to being successful is passion," he says. "You have to be patient and I think you have to trust yourself and continue to work every day, every single day."

Redbone now employs 225. Drivers transport nationwide, delivering groceries and produce, crude oil and chemicals, manufactured goods and freight, including FedEx packages, which account for 40 percent of company business. "Most everything that we touch is moved by truck at some point and I really think it's the bloodline to our economy," he says.

THE EARLY DAYS

After his stint as a FedEx driver, Jones started teaching in SLCC's professional truck driving program, and established Redbone in December 2005. He named the company after redbone coon hounds with which he hunted as a youth. He hired a driver for weekdays and drove most weekends himself.

His income as an instructor helped keep the company afloat. "I put everything back into it. I never paid myself until my fourth year in business."

Add timing to sacrifice and you have a roadmap for his success. When an undesirable route opened for Albertsons, transporting groceries from Utah to traffic-congested California, Jones walked in on the conversation. The dispatcher could not keep drivers on the route. "I said, 'I'll take it. When do I start?'" That route provided consistent revenue for the company, and when a second difficult route opened, Jones took that one too.

The business began to take off. In 2006, Redbone received federal authorization to haul nationwide and in 2007, Jones purchased his second truck. A year later, he bought three

“

**MOST
EVERYTHING
THAT WE TOUCH
IS MOVED BY
TRUCK**

”



more, and in 2009, he secured his first FedEx contract and purchased four additional trucks. He gained more FedEx contracts and seven trucks in 2011.

LOOKING AHEAD

After years of working from a small, rented shop, Redbone in 2016 opened its newly constructed, 25,000-square-foot office, garage and truck lot in North Salt Lake. The two-story facility boasts 6,000 square feet of office space and 19,000 square feet of garage that services all Redbone trucks as well as those of other trucking companies.

"I'm not exactly sure where we will be in 10 years," Jones says. He believes in taking opportunities when they arise, but not without careful study and prudent decision-making.

The company will continue to grow, he says, and he hopes to become debt free. "One thing I know for sure is I want people to work for my company until they retire and look back and be happy that they did."

AL JONES

SLCC Professional Truck Driving training and CDL, 2003

Owner/Founder Redbone Trucking, 2005-present

225 employees, including 180 drivers

2020 projected annual revenue: \$50 million



slcc roundup



Open Road

More women are making inroads into the trucking industry

HOW TO GET THERE

PROGRAM

Professional Truck Driving

DURATION

About 6 weeks

TOTAL TUITION AND FEES

\$1,700

AVERAGE BASE SALARY

\$61,546 (Indeed.com)

Debbie Neel had her Class A CDL license to operate an 18-wheel truck and was ready to hit the road, but the certificate she earned from a private school that abruptly closed was suddenly worthless in her job search. She jumped at the chance to enroll in SLCC's six-week Professional Truck Driving program that puts students to work right away driving trucks.

"I've been in the office all of my life," says Neel, a former office manager who lives in Draper with her husband, who already drives a truck for a living. After completing SLCC's program in July 2020, she joined her husband and the couple are team drivers for Redbone Trucking. Becoming a truck driver was intimidating at first, she says, but it's a good job, and her salary doubled.

Program graduates earn a certificate required by trucking companies, along with a state CDL license to begin work. "There are great jobs out there," says Bill Tovar, SLCC's program coordinator for its CDL license program under the School of Applied Technology and

Technical Specialties. The program is housed at SLCC's Westpointe Workforce Training & Education Center.

"We are placing everyone who comes through the program into jobs," Tovar says. The market for truck drivers, considered essential workers during the coronavirus pandemic, remains steady but with an expected increase in demand in coming months, he says.

Neel has no regrets and appreciates how quickly the program prepares drivers. "My husband likes where he's at – it's a great company. For me to be able to drive with him, this is what I had to do. And we wanted to get it done as soon as possible."

More women are making inroads into the male-dominated trucking industry, aided by SLCC's Professional Truck Driving program. Neel and fellow student Kourtney Kienbaum say they're comfortable with their new roles. "I think women finally realized we can do it too," Kienbaum says. "We have families to support. If you can perform the job, the money is there."

Get the Picture

Nonprofit film society thrives despite crisis

By Nicole Rodriguez
AS Communications Studies 2019

Founded in 2001, the Salt Lake Film Society serves the local community by providing educational opportunities through thousands of screenings each year. It fosters film talent and cultivates film appreciation. But it was an entrepreneurship program offered by Salt Lake Community College that helped the organization re-examine its focus.

Tori Baker, president and CEO of SLFS, first learned about SLCC's Goldman Sachs 10,000 Small Businesses when SLFS produced a film segment about the entrepreneurship program. She enrolled in the 4-month training and graduated in Spring 2015.

As "Utah's home of independent film" and a nonprofit organization, SLFS is different than for-profit businesses. While small businesses normally rely on revenue from the services and products they offer, Baker says, nonprofit organizations are sustained through state dollars, grants and donations. Going through 10,000 Small Businesses expanded Baker's network. "I have cohort friends to call, to identify with, and to get ideas from."

Goldman Sachs 10,000 Small Businesses supports participants through access to education, capital and services. "I always thought more about the underlining of the organization, and that brought up the most unusual aspects," Baker says about her time in the program. "We live and breathe ethics and purpose, and that was different from other entrepreneurs."

Baker has been CEO of SLFS for 17 years, and appreciates the training she received. "It's allowed my entrepreneurial heart to grow and have confidence in a way that prepares me for anything to come, even the possibility of failure. Having that mindset gives me courage to lead SLFS into any new future."

Barb Guy, head of public relations and marketing for the film society, understands that funding, sustainability and managing reputation are crucial. She stresses the importance of engaging with the community and building a relationship with the public. "I get to interact with a lot of people and it's my favorite thing."

She notes that SLFS has a sponsorship manager who oversees sponsorship activities and actively works to make people aware of the nonprofit film society, which operates the downtown Broadway Centre Cinemas, the Tower Theatre at 9th and 9th in Salt Lake City and, in partnership with Redman Movies & Stories, the SLFS Studio Backlot Motor Cinema, a drive-in at 1075 S 700 West, Salt Lake City.

Baker sees how the film industry is transitioning and where the society needs to adapt to continue making an impact. "There's a generation that needs the film and storytelling that we provide," she says. "You want to look at shaping the program with the new resources and innovations."

Goldman Sachs 10,000 Small Businesses program gave Tori Baker a broader network to sustain and grow her nonprofit business.



Roll the Film

Salt Lake Film Society reimagined its offerings, projects and programs to weather the coronavirus pandemic:

- Raised \$520,000 to ensure the long-term future of SLFS
- Created virtual-screen technology to show films to SLFS patrons at home
- Curbside concessions at the Broadway Centre Cinemas
- SLFS cultural tours: FILMexico; Czech That Film; isREEL: Israeli Film Tour; and Screendance.



Extra Credit

Celebrating accomplishments from SLCC faculty



DR. MAURA HAHNENBERGER
Geosciences associate professor

Hahnenberger co-authored “Plastic rain in protected areas of the United States” with Janice Brahney, Margaret Hallerud, Eric Heim and Suja Sukumaran, published in *Science* magazine in June 2020. She also co-authored “‘Dust in the wind’ from source-to-sink: Analysis of the 14–15 April 2015 storm in Utah,” with Kathleen Nicoll and Harland L. Goldstein, published in *Aeolian Research* in October 2020. The first paper focuses on microplastics unexpectedly found in the air in national parks and other federally protected areas across the western U.S. The second describes the lifecycle of a dust storm caused by a strong intermountain cyclone.



DR. WESLEY SANDERS
Engineering associate professor
GLEN JOHNSON
microscopy specialist

As part of a national nanotech consortium, Sanders and Johnson are facilitating SLCC’s participation in a \$1.65 million National Science Foundation grant to Pennsylvania State University. SLCC’s portion is \$60,000 for

2020 through 2023. The funds will be used to upgrade existing microscopy and nanotechnology coursework at SLCC. The college offers a certificate of proficiency in nanotechnology, an important component of numerous fields, including semiconductors, materials science, metallurgy, engineering, environmental studies, medicine, manufacturing and others.



CHRISTOPHER JOHNSON
Geology assistant professor

The 2020-2021 year is the final of a four-year, \$350,000 National Science Foundation grant administered at SLCC by Johnson. Its goal is to increase the number of students majoring in geology at the college. The program pays eight geology majors annually to conduct original research projects, ranging from field sampling of soil and water, to lab analysis, to mapping with ArcGIS, a suite of geographical information system software. Nearly a dozen students in the program so far have presented their research at national and local geologic conferences.



DR. DAVID HUBERT
Associate Provost for Learning Advancement

Hubert wrote “Attenuated Democracy: A Critical Introduction to U.S. Government and Politics.” It was published digitally in 2020 through OPEN SLCC, the college’s free online resources portal, available to anyone. For more information, visit slcc.pressbooks.pub.



DR. ANTHONY NOCELLA
Criminal Justice assistant professor

Nocella co-edited with Mark Seis, and Jeff Shantz “Classic Writings in Anarchist Criminology: A Historical Dismantling of Punishment and Domination.” AK Press published the collection of critical writings in May 2020.

He also co-edited with Seis and Erik Juergensmeyer “Neoliberalism and Academic Repression: The Fall of Academic Freedom in the Era of Trump.” Originally published by Brill Books in 2019, the collection was reissued by Haymarket Books in 2020.



DR. WIJITHA BANDARA
Religious Studies assistant professor

Bandara’s work is the first English translation of the Buddhist text “Sangharaja Sadhucariyava.” Titled “Sangharaja Sadhucariya: A Biography of Velivita Saranamkara Sangharaja,” his translation describes how the monk Saranamkara re-established Buddhist education in Sri Lanka in the 1700s by restoring Theravada Buddhism to the island nation. The work was published by Samayawardhana Bookshop Ltd. Colombo in June 2020.



DR. POOK CARSON
Business Management professor

Carson, with James P. Gander, co-authored “Does Unemployment Affect Presidential Elections? It Depends Where You Look,” published in the *Journal of the Utah Academy of Sciences, Arts, and Letters* in 2020. The paper examines the relationship between unemployment rates and U.S. presidential election outcomes from 2000-2016.



DR. AMAR SAHAY
Business Management professor

Business Expert Press published Sahay’s “Business Analytics: A Data-Driven Decision Making Approach for Business, Volume I” in August 2018 and followed up with volume II in November 2019. The books explore factual, data-based models to measure business performance and guide organizations in visualizing and predicting future performance.

experiential

Learning to think

School of Science Math & Engineering

NAME: Dahlia “Dr. S” Salloum

WHAT SHE TEACHES: College Biology, Human Anatomy, Human Physiology

NUMBER OF YEARS TEACHING AT SLCC: Two

UNDERGRADUATE: Rutgers-Newark

DOCTORATE: New Jersey Institute of Technology (NJIT) & Rutgers- Newark (RU-N) Federated department of Biological Sciences

WHY WORKING AT SLCC MATTERS:

We focus on preparing students from diverse backgrounds for their future careers as university students or workforce professionals. I truly feel that students who attend SLCC or any other community college are afforded an opportunity to learn ‘how to college.’ Our student body is why working at SLCC matters. We get to interact with students who may otherwise get lost in a large university setting. Working at SLCC has been the most inspiring place I’ve worked. So many of our faculty members have been such positive influences on me, and it is refreshing to see that we are all here for the same reason.

GREATEST PROFESSIONAL CHALLENGE:

Accepting the fact that perfecting my pedagogy is a practice and not a goal. I worry about how effective my teaching practices are and how students will respond to my teaching style. So far, I have received positive feedback from students. I realize that after teaching a particular course for several years, there is a certain wisdom that comes with experience. I have yet to have this opportunity since beginning my teaching career.

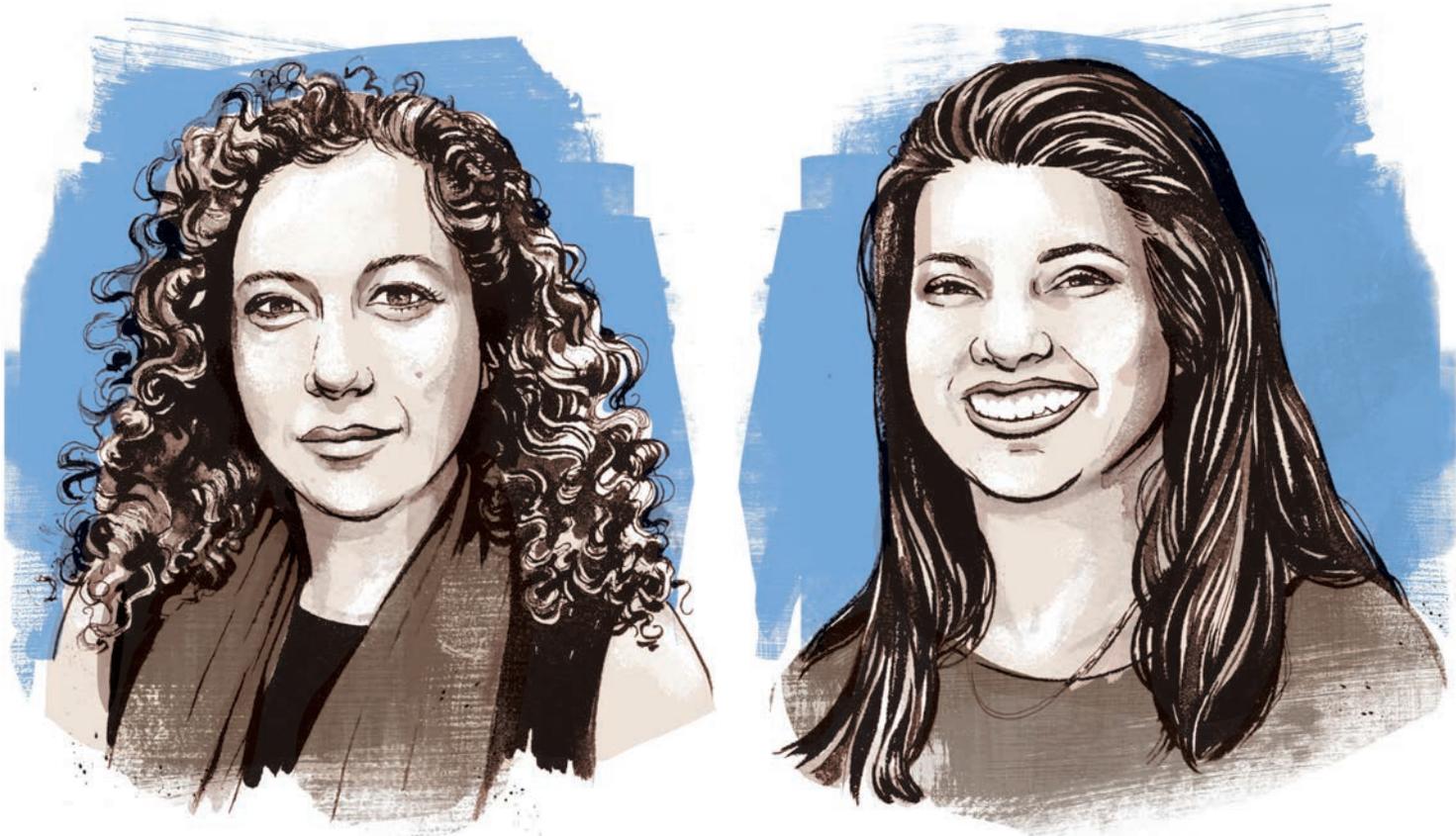
GREATEST PROFESSIONAL ACCOMPLISHMENT:

Receiving emails from former students stating that they’ve accomplished their goals and have been accepted into nursing, dental and medical programs. Hearing from former students about something they learned in my class that really stuck with them.

ADVICE FOR STUDENTS OR OTHERS:

Do not let your grades define you! Do not let that one low score on an exam, assignment or project take over your personal narrative. It is easy to listen to that little voice inside you constantly doubting your abilities. Everyone fails. We tend to see failure as something negative when, in fact, it is part of the road to success. Enjoy the journey of learning and realize that everyone fails. Realize that you can achieve all your goals with perseverance and persistence.





New Trustees

Building a foundation for the future

Silvia Castro, left, and Emily Hernandez Alzamora, right, bring diverse experience and energy to the Board of Trustees.

Salt Lake Community College welcomes Silvia Castro and Emily Hernandez Alzamora to the SLCC Board of Trustees. Castro serves as a representative of the college's Alumni Council and Hernandez Alzamora as president of SLCC's Student Association.

Castro is executive director of the Suazo Business Center and has more than 20 years' experience working with Fortune 500 companies, local governments and nonprofits, including the Utah Microenterprise Loan Fund and the Goldman Sachs 10,000 Small Businesses Program. She serves on the Executive Committee of Envision Utah, the Wasatch Front Regional Council's Economic Development District and the Utah Governor's COVID-19 Economic Taskforce.

The college has statewide impact, Suazo says. "This is the place where hundreds of thous-

ands of people build, and have built, the foundations of their futures. SLCC is an essential piece of the Utah way and its importance and influence are unrivaled."

Hernandez Alzamora is a first-generation student studying business. After graduation, she plans to continue her education in business and law. As SLCC's Student Association president, her goal is to help students build meaningful connections at the college. She is a former SLCC student ambassador and worked with high school students to transition to college and learn about scholarships, engagement and leadership opportunities.

"My hope is that I can build a partnership with resources that the college offers to better serve our students," she says. "I know a lot about SLCC. This knowledge will help me to better give opinions and outside perspectives to the Board of Trustees."

Other current members of the Board of Trustees include Maria Farrington, chair; Jim M. Wall, vice chair; Coralie Ashton Alder; Nate Boyer; Lori Chillingworth; Linda Luchetti; Brady Southwick; and Kim R. Wilson. Gail Miller and Shawn Newell are emeritus trustees.



**THINK BOLDLY
DREAM BIG
BE THE CHANGE**

Join Salt Lake
Community College
on **Feb. 17, 2021** for
our first Giving Day.

Your support helps students overcome
obstacles while pursuing education.
Be part of a larger community and
invest in the future. Support SLCC's
students and programs.



slcc.edu/slccgivingday



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