



# Utah Division of Multicultural Affairs

## IMPACT HIGHLIGHTS 2020 - 2021

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## A PATTERN OF GROWTH

These past two years have brought many challenges, but the Utah Division of Multicultural Affairs (MCA) continues to soar to new heights and reach formative milestones to build trusting relationships with underrepresented communities and increase equity and belonging in the state of Utah.

Check out our latest *impact highlights* that show what we have been able to accomplish in partnership with community leaders, advocates, and state government partners.

## KEY MILESTONES

**150%**

Grew our team by 150% through a student fellowship partnership with the University of Utah's Hinckley Institute and legislative funding that secured two new full-time staff.

**\$5.8  
Million**

Increased funding streams to offer \$5.8 million in capacity-building and crisis response grants for frontline service organizations through the collective partnership between the Utah's COVID-19 Multicultural Advisory Committee, the Utah Division of Multicultural Affairs, and the Utah Department of Cultural and Community Engagement.



Amplified the Division's role in leading out and organizing discussions around equitable best practices in state government to address and reduce disparities. Largely led by Director Nubia Peña's role as Senior Advisor on Equity & Opportunity and Claudia Loayza, MCA Communications & Community Engagement Coordinator.

The Utah COVID-19 Multicultural Advisory Committee was formed by Governor Gary Herbert and continued by Governor Spencer Cox, to work in collaboration with existing campaigns and organizations to amplify efforts and alleviate the growing disparities faced by underserved communities due to the pandemic. This is a multisector group rooted in an equity-in-all-policies approach that continues to advise the state's crisis response.

01

Through a collective partnership between the Committee, the Utah Division of Multicultural Affairs, and the Utah Department of Cultural and Community Engagement the COVID-19 Racial Equity & Inclusion Grant was launched to support community-based organizations in providing critical services. The Multicultural Rural Mental Health Grant program was also created through the generosity of Cambia Health Solutions to support organizations that serve the mental and behavioral health of multicultural communities in rural Utah.

02

Masks Distributed Through *#AMaskforEveryUtahn* Collaboration. Over 100,000 masks were distributed to community organizations as a result of a partnership with the Governor's Office of Economic Opportunity.

03

30,000+ Reached via Virtual Platforms to Address Information Gaps. Virtual town halls and discussions were hosted on social platforms to provide key information to over 30,000 people related to COVID-19 testing, grants, and vaccination.

04

1,000+ Community Members Vaccinated through Rancho Market Pop-Up Clinics. A partnership was formed with the Rancho Markets organization under the direction of the Utah Division of Multicultural Affairs' COVID-19 Community Organizer, Cristina Diaz de Leon, to host pop-up vaccination clinics on-site.

05

Involvement in Multiple Policy Documents & Strategic Plan The Committee advised on, contributed to, and co-published multiple reports to shed light on the disproportionate impacts of COVID-19. Leavitt Partner Landscape of Health Disparities and Interventions to Address COVID-19 Health Disparities, Striving Towards Equity: Utah's Vaccine Distribution Plan, Utah Leads Together Plan.

06

At the height of the pandemic, the Latino/x population bore over 30% of the caseload, and this spurred the creation of a string of Spanish press briefings, hosted in partnership with the Governor's Office. In a collaborative partnership, the Division and the Utah Department of Health hosted a COVID-19 remembrance event in honor of the Dia de los Muertos (Day of the Dead) at the Utah State Capitol. At the event, leaders of Utah's Hispanic/Latino, American Indian, Pacific Islander, Asian, and Black/African American communities came together to celebrate memories of loved ones. They also marked the "devastating impact" of the pandemic among Utah's multicultural communities.

## • Articles & Blog Posts

34 articles and blog posts written to feature events, stories, opportunities and policy impacts related to multicultural communities.

## • Reports

7 reports developed to capture high impact policy opportunities or research the indicators of certain disparities such as housing access and evictions, the school-to-prison pipeline, and the disproportionate effect of COVID-19 on underrepresented communities.

## • Events

Welcomed over 1,500 middle school and high school students across three events hosted virtually through the division's Youth Leadership Program. Engaged over 1,000 community members in commission-related networking and listening sessions with state leaders, or public forums to provide resource information to further community-care.

## • Media Mentions

Over 68 articles and 15 interviews mentioned the Utah Division of Multicultural Affairs and its work.

## • Consultation & Training Opportunities

Over 35 different consultations and trainings were prepared for a variety of state entities, nonprofits, and community-based organizations to embed equity in their operations.

## • Speaking Engagements

Over 100 events, meetings, and networking opportunities featured speakers, Director Nubia Peña and Communications and Engagement Coordinator, Claudia Loayza, from the Utah Division of Multicultural Affairs to communicate the need to create more inclusive and equitable environments in Utah.

## DRIVERS OF THE WORK

### • Sponsors

Our staff's dedication to grant searching and sponsorship building has continued to develop partnerships with organizations interested in supporting statewide EDIA efforts that expand opportunities for marginalized communities.

### • Community Partners

This year, the Division reached over 150 community-based partnerships through collaborative initiatives to address the needs of & celebrate multicultural communities.

### • Departmental & Institutional Supporters

Our Division's efforts and mission are supported by the Utah Department of Cultural and Community Engagement and our sister divisions. This synergy extends our reach by the plentiful opportunities to collaborate and identify intersectional goals that create a more equitable and inclusive Utah.

## COMMISSIONS

### • Utah Multicultural Commission

The Utah Multicultural Commission is a policy arm of the Division that focuses on building relationships with legislators to advance equity and belonging at multiple levels across the state. There is internal work being done to eventually absorb the strategic framework of the COVID-19 Multicultural Advisory Committee to sustain its far-reaching impact and maintain momentum.

### • Utah Martin Luther King Jr. Human Rights Commission

The Utah Martin King Jr. Human Rights Commission focuses on advancing the tenets of community engagement and advocacy as established by Dr. King, in a conscious effort to promote diversity, equity and human rights. To honor his legacy, the Commission hosted an art contest for the official state decal of the Dr. Martin Luther King Jr. license plate. With an accompanying slogan of "Many Stories, One Utah," the selected artwork promotes diversity, equity and human rights. Visit [multicultural.utah.gov/mlk/license-plate](https://multicultural.utah.gov/mlk/license-plate).



# ONE UTAH ROADMAP | EQUITY EFFORTS

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The Utah Division of Multicultural Affairs' role in the Cox/Henderson administration's [One Utah Roadmap](#) is to participate, partner, develop, and contribute to efforts that promote state priorities through an equity lens. Director Nubia Peña, serves as Governor Cox's Senior Advisor on Equity & Opportunity and is uniquely positioned to advance these efforts at the gubernatorial level. Some highlighted efforts include:

- **One Utah Council on Equity, Diversity, Inclusion, and Access Council (EDIA).**

One Utah Council on Equity, Diversity, Inclusion, and Access (EDIA). This council was founded on interagency partnership to ensure there is alignment across equity efforts within state government. This vision map explains specific deliverables that will come from this group, including a statewide equity framework that can be used across state agencies, toolkits, and other capacity building materials tools.

- **21-Day Equity, Diversity, Inclusion, and Access Challenge with Senior-Level Leadership.**

Inspired by the national YWCA 21-Day Challenge, in partnership with the Utah Education Network, the One Utah Council on EDIA launched the Senior-Level Leader pilot on September 20, 2021 to encourage leaders to build equity and belonging as cornerstones of their statewide work.

Learn more about our participation in the One Utah Roadmap and other statewide equity initiatives at [multicultural.utah.gov/equity-in-utah](https://multicultural.utah.gov/equity-in-utah).

## EQUITY & BELONGING STARTS WITH EACH OF US

The Utah Division of Multicultural Affairs strives towards equity, diversity, inclusion, and access (EDIA) and is committed to creating transformative frameworks that enable belonging and opportunity-building. The inequities that we face as a state stem from systems that have not historically served everyone's needs equally. Complex challenges call for dynamic solutions that can bring about transformation and this requires action at multiple levels.



**SYSTEM:** Ensuring policies include rather than exclude.

**COMMUNITY:** Building an inclusive and belonging-based society.

**ORGANIZATION:** Shaping equitable institutional practices.

**INDIVIDUAL:** Empowering people to recognize the forces of inequity and take action to counter them.