

2022



ANNUAL IMPACT SNAPSHOT

Utah Division of Multicultural Affairs



SPECIAL MESSAGE FROM DIRECTOR NUBIA PEÑA

This year has taught us many valuable lessons, but most importantly, it is that we need each other. It has been over two years since the major onset of the COVID-19 pandemic when the nation learned that inequities, when unaddressed, can lead to systems becoming overwhelmed, increased gaps to critical services for people most in need and entire communities being left behind in the process. As a division, our mission to elevate the concerns of Utah's underrepresented populations moved us to pivot and change the way we approach our efforts. We honor the partners that worked in solidarity with us during this moment of crisis. We are grateful for the collaboration with state and community based leaders that address service gaps and opportunities to better serve families in greatest need. Over the past

two years, grants have been rewritten, programs have been revamped, eligibility requirements have been expanded, and overall, the way state agencies serve communities have taken on a lens of inclusion and an opportunity-expanding mentality. There is still much work to be done, but in 2022, we have witnessed a pattern of transformation made possible by leaders and partners who courageously led and accepted invitations to learn, pivot, grow, connect, and co-create solutions with the communities most impacted by them.

In my work as Senior Equity & Opportunity Advisor to Governor Spencer J. Cox and in the last 4 years as division director, it has been my privilege to work with leaders, communities, and

organizations that have shown up in the face of intense need and immense obstacles. We need collaboration on all fronts to expand opportunity and belonging in our state so that Utahns across geographies and backgrounds can thrive in all ways that are meaningful and personal to them. In this coming year, our team at the Utah Division of Multicultural Affairs looks forward to continuing to work closely with leaders across sectors to create One Utah that uplifts, values, and invests in the many people and families that call this great state their home. Thank you once again to all our partners and champions that have supported our division's mission to promote an inclusive and welcoming Utah where belonging abounds. We are grateful we can do this work together.

CELEBRATING A DECADE OF SERVICE TO UTAH'S MULTICULTURAL COMMUNITIES

This year the Utah Division of Multicultural Affairs (MCA) celebrated its 10-year anniversary of being in operation. Our mission and vision to create greater inclusion, opportunity, equity, and access across the state of Utah has evolved and become magnified through the years. This is because of our engagement and efforts to build trusting relationships with multicultural communities.

Check out our latest **impacts** that show what we have accomplished this year in partnership with community leaders, advocates, and state partners.





KEY MILESTONES

- 1** Celebrated **ten years** of being a formal state organization with a community reception where the Division committed to developing a strategic plan to consider how we can best support greater inclusion, opportunity, and equity across the state of Utah over the next three years. A statewide survey was released in 2022, beginning the critical process of gathering community feedback to shape the direction of MCA's priorities.
- 2** Amplified the Division's role in **leading out and organizing discussions, training, and workshops** around equitable best practices through greater alignment with Director Nubia Peña's dual role as the Governor's Senior Advisor on Equity & Opportunity.
- 3** Distributed close to **\$2 million** from the Cambia Health Foundation and Utah Division of Substance Abuse and Mental Health to support mental health services for multicultural communities in rural Utah.

STRATEGIC PLANNING PROCESS

The Utah Division of Multicultural Affairs' strategic planning will be an ongoing organizational process of gathering available and new knowledge that will inform our intended direction for the next 3 years. This process will:

- Prioritize programming efforts
- Showcase principles and values of the division as we strive to create greater inclusion
- Improve the allocation of resources to demonstrate impactful investment practices

- Produce policy goals that reduce disparities and increase access to opportunities
- Ensure goals are informed by community and stakeholder engagement
- Build accountability for progress, intentionality, and partnership

A final version of the strategic plan will be made available in **Summer 2023**.

DRIVERS OF THE WORK

SPONSORS

Our staff's dedication to grant applications and sponsorship building has continued to develop partnerships with organizations interested in supporting statewide equity efforts that expand opportunities for Utah's multicultural communities.

COMMUNITY PARTNERS

This year, the Division reached over 50 community-based partners through collaborative initiatives to address the needs of and celebrate multicultural communities.

DEPARTMENT AND GOVERNMENT 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.

OUR PILLARS

1

YOUTH LEADERSHIP

Establish pipelines to higher education and empower youth to be agents of community impact.

2

TRAINING RESOURCES & DEVELOPMENT

Develop capacity-building resources, guides, and experiences to increase inclusive leadership within state systems and external services.

3

COMMUNITY ENGAGEMENT

Partner with local organizations to cultivate programs and resources for the needs of the community.

4

POLICY & RESEARCH

Build partnerships and collective visions for how policy and research around equity, diversity, inclusion, and access can expand opportunity in our state.



IMPACTS

TRAINING & CURRICULUM DEVELOPMENT

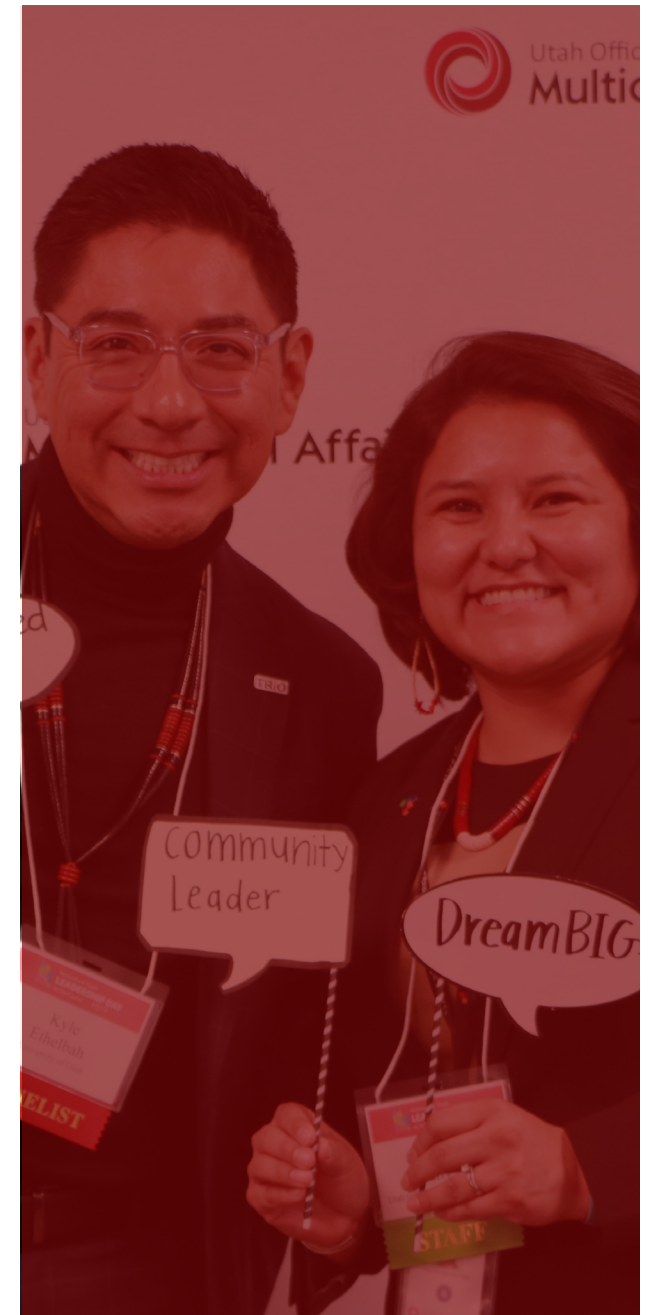
- Inclusive Leadership Workshop: The division launched a four-session Inclusive Leadership Workshop for state government managers and program leads to develop skills necessary for leading diverse teams, emphasize strategies to strengthen relationships, and introduce approaches to cultivating an empowering workplace culture. With a diversifying workforce, it is imperative that leaders learn how to operationalize principles of inclusive leadership to retain and invest in internal and external partners.
 - Over 45 capacity-building engagements and trainings were held at conferences, meetings, and networking opportunities to communicate best practices in creating more inclusive and culturally-aware service delivery systems in Utah.
- For more info email: mtrujillo@utah.gov

YOUTH LEADERSHIP

- Welcomed over 1,100 middle school and high school students across three events hosted virtually through the division's Youth Leadership Program, reaching 55 schools.
- Hosted focus groups for educators and high school students to help inform the structure, goals, and partnerships for future Multicultural Youth Leadership events.

RESEARCH & POLICY

Utah Thriving: Reducing Disparities through Legacy Strategies: This report, the first in a series to be released soon, was developed through community asset mapping, multiple interviews with community leaders, and national best practices. These inform how Utah's public and private sectors can grow opportunities that can expand the state's foundation of prosperity to our Multicultural communities so all families and people in Utah can thrive, specifically in the areas of economics and housing.





COMMUNITY ENGAGEMENT

MULTICULTURAL RURAL MENTAL HEALTH GRANT

In its second year funding cycle, this grant supported organizations that serve multicultural groups impacted by mental and behavioral health challenges in Utah's rural communities. Close to \$2 million went to 17 organizations.

➤ multicultural.utah.gov/rural-mental-health

MAGNIFY UTAH

The Magnify Utah project is a compilation of stories, people, and places featuring StoryMaps, an asset mapping directory, and multicultural placemaking principles. This is primarily a storytelling and community engagement tool that organizations and community members alike can contribute to so that we can all better magnify and share the diversifying story of the Utah experience.

➤ multicultural.utah.gov/magnify

EQUITABLE COMMUNICATIONS & ENGAGEMENT WEBINAR SERIES

This webinar series was designed to centralize and share best practices in meeting diverse communities' needs through meaningful communication and engagement. Through four different sessions, over 300 attendees from government and community-based organizations benefited from the experience and continue to access the learning resource through our dedicated Youtube channel.

➤ multicultural.utah.gov/webinars

MOSAIC NARRATIVES WEBINAR SERIES

To tell a more complete story of Utah's growing diversity, MCA launched the Mosaic Narratives Webinar Series, a regular program of community conversations. We are eager to continue hosting local leaders to amplify their stories and community experiences.

➤ multicultural.utah.gov/webinars

BOOK DELIVERY PROJECT

The division partnered with the Utah State Library and a variety of community organizations to share the gift of literacy through a multi-phase delivery process where over 100 children's books made their way to classrooms in southern Utah as well as community programs serving children and families.

➤ multicultural.utah.gov/sharing-the-gift-of-literacy

BECOMING PLACEMAKERS WORKSHOP & ACTIVITY

This year, the division debuted a Placemaking Activity inspired by a recognized urban planner named James Rojas, known for an artistic engagement tool called *Placelt*. Close to 200 students as part of classroom and conference engagements participated in a Placemaking Activity to design their ideal community that was inclusive and celebrates everyone. It introduced elementary, middle, and high school students to a mixture of planning concepts like smart growth, equitable resource distribution, and universal design.

➤ For more info, email: cloayza@utah.gov



BUILDING AWARENESS

GENERAL ACTIVITIES

- Engaged over 40,000 community members through a variety of events, networking, and engagements.
- MCA 10-Year Anniversary & Community Reception: The division hosted a Community Reception in celebration of its 10-year anniversary! This was an opportunity to not only reflect on the past decade's milestones and achievements, but also to honor our community partners who have passionately worked to create a more equitable and inclusive Utah.

➤ multicultural.utah.gov/10-year-anniversary

MEDIA COVERAGE

The Utah Division of Multicultural Affairs was featured in a variety of media interviews and stories and over 15 blog pieces were added to our site to highlight our statewide impact.

➤ multicultural.utah.gov/blog

COMMISSIONS

UTAH MULTICULTURAL COMMISSION

The Utah Multicultural Commission is a policy arm of the Division that focuses on building relationships with policy makers and state partners to advance equity and belonging at multiple levels across the state. There is internal work being done to restructure the commission so it better reflects diverse and intersecting identities such as LGBTQ+, geographic diversity, age, and people with disabilities.

> More information at multicultural.utah.gov/multicultural-commission.

COMMISSIONS

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 will be engaging in the “MLK Season”, comprising a variety of events throughout January and February to educate and inspire communities around principles of non-violence and the “beloved community”.

> More information at multicultural.utah.gov/mlk.

EXPANDING OPPORTUNITY & BELONGING STARTS WITH EACH OF US

The Utah Division of Multicultural Affairs strives towards equity, diversity, inclusion, and access (EDIA) and is committed to fostering transformative frameworks in collaborative ways that enable belonging and opportunity-building. The disparities that we face as a state stem from systems that have not historically served everyone's needs equally. These challenges call for cross-sector partnership across the following levels and with these principles in mind:

SYSTEMIC

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.

We work with multiple partners to create and advance solutions across each of these levels. Join us by visiting > multicultural.utah.gov or emailing us at > multiculturalaffairs@utah.gov.

