

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter

COVID-19

Protect yourself
and loved ones



Help prevent the spread of respiratory diseases like COVID-19

+ WASH YOUR HANDS

Wash your hands with soap and warm water regularly.



+ COVER A COUGH OR SNEEZE

Cover your cough or sneeze with your sleeve, or tissue. Dispose of tissue and wash your hands afterward.



+ DON'T TOUCH

Avoid touching eyes, nose or mouth, especially with unwashed hands.



+ KEEP YOUR DISTANCE

Avoid close contact with people who are sick.



+ STAY HOME

If you experience respiratory symptoms like a cough or fever, stay home.



+ GET HELP

If you experience symptoms of COVID-19 (cough, fever, shortness of breath), call your health care provider or local health department before seeking care.



MORE INFORMATION

Follow the California Department of Public Health:
@capublichealth and www.cdph.ca.gov/covid19



ybrooks@rcsj.edu

Issue 4, April 2020



A Note from the Chair

Even though the campus is temporarily shut down and we are working remotely, please remember it is important that we all work together as we move through this national crisis. The Diversity Committee will continue planning events, so when we reopen the mission of creating and maintaining a diverse and inclusive educational milieu for all stakeholders will resume. Despite this pandemic, the Diversity Committee will continue to advocate for campus wide solidarity and mutual respect for each other. The Diversity Committee will also maintain our alliances with Mothers Matters, the Gloucester County Cultural & Heritage Commission, SERVE and the Volunteer Center of South Jersey during this crisis for future collaborations.

We are fighting a different battle now, one that does not see ethnicity, economic or educational status. Coriv19 is an equal opportunity virus. As we continue to learn and read about new developments like the growth of this virus, its victims, our nation’s economic challenges and new safety mandates, now is not the time to lose heart. Do not give in to the feelings of hopelessness or powerlessness. Instead, exercise wisdom and caution by adhering to the safety recommendations from our leaders and the CDC.

Please continue to support the Diversity Committee by reading our “**CONNECTIONS**” newsletter. Also follow us on Instagram @RCSJDiversity. The goal is to increase mutual understanding and acceptance amongst various religious, ethnic, cultural and genders groups on both campuses

“The human capacity for burden is like bamboo-far more flexible than you would ever believe at first glance.” ~ Jodi Picoult, *My Sister’s Keeper*

Ya Vanca Brooks, Chair of Diversity

Diversity Committee’s Mission

RCSJ wishes to express its strong commitment to the goal of diversity, respect, civility and inclusion on our campus. The promotion and retention of a diverse faculty/staff and student body is essential to the success of our institution as a collective body as well as our respective professional pursuits. Diversity brings to our campus a broader and richer environment, which produces creative thinking and solutions. As such, RCSJ embraces and encourages diversity in all aspects of its activities. RCSJ is committed to creating and maintaining a culture that supports and promotes diversity and inclusion.

Purpose & Intent

Diversity Committee: serves as a review advisory and recommending body to the appropriate Vice President to promote diversity in all RCGC activities- academic, co-curricular and administrative. The Diversity Committee also provides strategies for infusing multiculturalism into all aspects of the campus community and encourages a respectful workplace.

We Can Stop **Sexual Assault, Harassment, and Abuse Before They Happen**



We all have a right to safety in our daily lives – to have our boundaries respected and make choices about what happens to our bodies – at home, school, the workplace, and in public places. That sense of wellbeing and safety can be taken away by knowing that sexual assault, harassment, and abuse are common and not always taken seriously.

The good news is that we can stop sexual abuse before it happens by addressing the bigger picture in which it occurs.



The Bigger Picture

Too often, our society sends the message that sexual assault, harassment, and abuse are caused by an individual person's choices and failings – that of the victim or the perpetrator.

We should never blame victims for what happened to them – sexual assault and abuse are actions that one person chooses to inflict on another. We need to hold individuals who commit abuse accountable, but we can't stop there when it comes to ending sexual assault altogether. Focusing solely on individual perpetrators and instances of sexual assault, harassment, and abuse is often easier than facing the reality that this type of violence is widespread and common, and the driving forces behind it are hard to see.

Everyone's beliefs, values, and behaviors are continually shaped by the world around them – by unwritten rules on how to behave, laws, policies, and pop culture. For instance, weak policies or lack of accountability for those who have committed sexual assault can lead to an increased risk for perpetration. This means our efforts to stop sexual assault before it happens must go beyond changing individuals. We must improve expectations for how we interact with one another, strengthen policies to support survivors, and promote safety throughout communities.

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Personal Safety vs. the Bigger Picture

Sometimes when people hear about preventing sexual assault, harassment, and abuse, they think about ways they can keep themselves safe. Prevention means much more than protecting ourselves, not to mention many factors that impact our safety are beyond our individual control.

Stopping these types of violence before they happen requires us to work together to support healthy, safe, and respectful behaviors and environments.

Prevention

MEANS MUCH MORE THAN

PROTECTING OURSELVES

What You Can Do

- Improve skills around asking for consent and respecting the answer, challenge jokes that demean others, and maintain and model healthy relationships.
- Encourage children to respect others' boundaries and bodies, challenge unfair gender stereotypes, and treat others with respect.
- Improve policies and practices within faith communities, community organizations, workplaces, and schools to ensure everyone is treated fairly. Screen staff and volunteers and train them frequently on healthy behavior and boundaries.
- Create and pass legislation that supports survivors and improves equitable resources.

We can take these steps and more to work towards a safer and more equal world for future generations.

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Stomping Out Second-Hand Smoke

Stopping sexual assault before it happens can feel challenging – but it is possible. The social stigma about second-hand smoke is a great example of how educating the public and changing unwritten rules and expectations helped address a public health issue.

Not long ago, smoking cigarettes was a widely accepted activity that took place almost everywhere – restaurants, hospitals, even airplanes. Yet people nearby who breathed in the smoke were put at risk for serious health consequences. Over many years, public health professionals and youth leaders exposed the negative effects of second-hand smoke.

Thanks to a greater understanding of these health risks, society's views about where people could smoke changed, and it became less common to see people smoking in public spaces and in the media. And just like with second-hand smoke, it's possible for us to make the necessary changes to eventually have a society where sexual assault, harassment, and abuse are not common.

Adapted from National Sexual Violence Resource Center, and Berkeley Media Studies Group. (2018). *Moving towards prevention: A guide for reframing sexual violence*. Retrieved from <https://www.nsvrc.org/moving-toward-prevention-guide-reframing-sexual-violence>

#CelebrateDifferences

WHAT IS AUTISM?

Autism is a complex, lifelong developmental disability that typically appears during early childhood and can impact a person's...

RELATIONSHIPS



SELF-REGULATION



COMMUNICATION



SOCIAL SKILLS



While there is currently no known single cause of autism, early diagnosis helps a person receive the support and services that they need, which can lead to a quality life filled with opportunity.

With nearly 1 in 54 Americans affected by autism, it's likely you know someone who loves someone with autism.

Awareness promotes acceptance and change,
get to know the basics about autism...

AUTISM AWARENESS SIGNS

- Repetitive behaviors, movements, or phrases
- Lack of response to normal stimuli (i.e. his/her name, visual cues)
- Atypical verbal communication or non-speaking
- Difficulty understanding or expressing feelings
- Avoiding eye contact

AWARENESS TO ACCEPTANCE

The Autism Society is dedicated to improving the quality of life for every person affected by autism, and we create opportunities by building a more inclusive world.

ADVOCACY • EDUCATION • INFORMATION & REFERRALS • SUPPORT • COMMUNITY

For support, or to learn more call 1-800-3-Autism
or email info@autism-society.org.
AUTISM-SOCIETY.ORG





The Diversity Committee Presents

Initiatives

Programming will resume Fall 2020!

Ted Talks Tuesdays!

TED began in 1984 as a conference - an acronym for Technology, Entertainment and Design. Ted Talks are short compelling videos covering global issues from science to social justice topics.

We invite all faculty, staff and students to participate. This could be an excellent way to openly and honestly spark a conversation about domestic and global issues at the same time bring together diverse voices and questions relevant in higher education and the world at large.

There will also be an opportunity for a short panel discussion after each Ted Talk.

Be on the lookout around campus for the Tuesday Ted Talk flyers!

Thank you RCGC Family for your continued support.

Ted Talk Tuesdays Dates:

(Tentative)

June 9th, 2020

July 14th, 2020

Stay tuned for the spring 2020 line-up of Ted Talks, Lecture Series & other Activities sponsored by the Diversity Committee

Calendar of Observances – April 2020

- 1) National Sexual Assault Awareness and Prevention Month
- 2) National Autism Awareness Month
- 3) World Autism Awareness Day – 4/2/2020
(<https://www.wincalendar.com/World-Autism-Awareness-Day>)
- 4) World Health Day – 4/7/2020
(<https://www.wincalendar.com/World-Health-Day>)
- 5) Easter Sunday – 4/12/2020
(<https://www.wincalendar.com/Easter>)
- 6) Holocaust Remembrance Day – 4/21/2020
(<https://www.wincalendar.com/Holocaust-Remembrance-Day>)
- 7) World Creativity and Innovation Day – 4/21/2020
(<https://www.wincalendar.com/World-Creativity-and-Innovation-Day>)
- 8) Lesbian Visibility Day – 4/26/2020
(<https://www.wincalendar.com/Lesbian-Visibility-Day>)

Diversity and Inclusion Resource Center

- TOP 10 TIPS FOR A BANG-UP SPRING SEMESTER
<https://www.chegg.com/play/student-life/freshman-real-talk/top-10-tips-for-a-bang-up-spring-semester/>

ybrooks@rcsj.edu



World Health Day

7 April 2020 is the day to celebrate the work of nurses and midwives and remind world leaders of the critical role they play in keeping the world healthy. Nurses and other health workers are at the forefront of COVID-19 response - providing high quality, respectful treatment and care, leading community dialogue to address fears and questions and, in some instances, collecting data for clinical studies. Quite simply, without nurses, there would be no response. In this International Year of the Nurse and the Midwife, World Health Day will highlight the current status of nursing and around the world. We are calling for your support on World Health Day to ensure that the nursing and midwifery workforces are strong enough to ensure that everyone, everywhere gets the healthcare they need.

Diversity Website is under college overview

<https://www.rcgc.edu/Diversity>

Send us your thoughts, comments, publications, planned events, announcements, and your campus wide Diversity initiatives.

CONNECTIONS will be circulated on the 2nd Monday of every month. Please make all submissions by the 1st Monday of the month to ybrooks@rcgc.edu

Issue 4, April 2020

THE SOCIAL JUSTICE CORNER

The Definition of Social Justice

What is the true definition of Social Justice? The Urban Dictionary suggests that 'Social Justice' advocates promoting tolerance, freedom, and equality for all people regardless of race, sex, orientation, national origin, handicap, etc..., but here are some of the common definitions:

"A state or doctrine of egalitarianism (Egalitarianism defined as 1: a belief in human equality especially with respect to social, political, and economic affairs; 2: a social philosophy advocating the removal of inequalities among people)" – [Merriam-Webster Dictionary](#)

"The fair and proper administration of laws conforming to the natural law that all persons, irrespective of ethnic origin, gender, possessions, race, religion, etc., are to be treated equally and without prejudice. See also civil rights." – [Business Dictionary](#)

" The distribution of advantages and disadvantages within a society" – [Dictionary.Com](#)

"...justice exercised within a society, particularly as it is exercised by and among the various social glasses of that society. A socially just society is defined by its advocates and practioners as being based on the principles of equality and solidarity; this pedagogy also maintains that the socially just society both understands and values human rights, as well as recognizing the dignity of every human being." – [Wikipedia](#)

"Social justice is the view that everyone deserves equal economic, political and social rights and opportunities." – [National Association of Social Workers](#)



"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."
-- Dr. Martin Luther King, Jr, "Letter from Birmingham Jail," April 16, 1963.

QuotesBlog.net

"Social Justice is the virtue which guides us in creating those organized human interactions we institutions. In turn, social institution when justly organized provide us with access to what is good for the person, both individually and in our associations with others. Social justice also imposes on each of us a personal responsibility to work with others to design and continually perfect our institutions as tools for personal and social development "- [Center for Economic and Social Justice](#)

Despite the varying definitions of the term 'Social Justice' the common thread that exist among them all are the ideas of: human rights; dignity; political, economic, social, and other equality; equal distribution personal responsibility; and creating access to opportunity and chance through action.

Keeping that in mind, it becomes apparent why incorporating Social Justice into pedagogical methods should be a key component of Education.

THE SOCIAL JUSTICE CORNER

Protected Characteristics

| | | |
|---|--|---|
|  Age <p>The Equality Act 2010 protects people of all ages. Aberdeenshire Council has divided this into two groups- age (younger) and age (older). Please note that there is no fixed boundary between age (younger) and age (older) as this will depend on the context.</p>  |  Religion or Belief <p>In The Equality Act 2010, religion includes any religion. It also includes a lack of religion. Belief means any religious or philosophical belief or a lack of such belief.</p> |  Sexual Orientation <p>The Equality Act 2010 protects lesbian, gay, bisexual and heterosexual people.</p> |
|  Disability <p>'Disability' includes people with physical, learning and sensory disabilities, people with a long-term illness, and people with mental health problems.</p> |  Sex (Gender) <p>Both males and females are protected under The Equality Act 2010.</p> |  Gender Reassignment <p>The Equality Act 2010 provides protection for transgender people. A transgender person is someone who proposes to, starts or has completed a process to change his or her gender.</p> |
|  Race <p>Under The Equality Act 2010 'race' includes colour, nationality and ethnic or national origins. It also includes Gypsy Travellers.</p> |  Pregnancy and Maternity <p>The law covers pregnant women or those who have given birth within the last 26 weeks, and those who are breast feeding.</p> |  Marriage and Civil Partnership <p>Marriage is defined as a union between two people of different or of same sexes. In addition to same sex marriage, same sex couples can also have their relationship legally recognised as 'civil partnerships'.</p> |

Everyday Democracy Articles to Support Diversity, Inclusion and Civility

COVID-19 ANXIETY: HOW TO DEAL WITH IT – 7 TIPS

You'll find 7 tips, to help you overcome anxiety, stress and worry. All have worked for me. Any one of these will provide some relief, do all 7 and you'll feel much better. And while they may not completely eliminate your anxiety and stress, you'll definitely feel more calm.

https://www.diversityresources.com/COVID-19-anxiety-how-to-deal-with-it-7-tips?utm_source=ActiveCampaign&utm_medium=email&utm_content=News%3A+Coronavirus+Anxiety%3A+7+New+Tips&utm_campaign=3-25-2020

THE KEY TO INCLUSIVE LEADERSHIP

What makes people feel included in organizations? Feel that they are treated fairly and respectfully, are valued and belong? Many things of course, including an organization's mission, policies, and practices, as well as co-worker behaviors.

<https://hbr.org/2020/03/the-key-to-inclusive-leadership>