

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter



WE
ARE IN
THIS
TOGETHER.

HATE
IT HAS CAUSED A LOT
OF PROBLEMS IN THIS
WORLD, BUT IT HAS
NOT SOLVED ONE YET.
-MAYA ANGELOU

LOVE

NOT HATE

UNITE TO LEGISLATE AGAINST HATE CRIME

The Coronavirus is a pandemic, Hate is an epidemic, both are equally as deadly.

Although Rowan College South Jersey has been a relatively safe haven for all employees and students, we are not isolated from recent national events. Rowan College South Jersey values the lives of every individual and this will continue to be a safe space for all employees and students.

To Our Students,

We understand the importance of making your voices heard and doing your part to invoke change in a nation that is in desperate need of it. However, we urge everyone to consider their safety and the safety of others should you choose to demonstrate. This is your time to stand on the side of human rights, but you must be mindful of your futures.

Demonstrating and protesting is not the only way to be an agent of change in the fight for racial equity. Donating to a non-profit that is important to you, writing about your feelings to promote peace on social media and continuing to be shining examples of the beauty of diversity are ways to constructively participate in the movement.

We also recognize that members of our student body may not necessarily be in the hot spots where the bulk of the civil unrest is occurring. Do not take this to mean you are immune to what is going on. Please continue to be mindful of current events. Be sure to properly source and research any information your consuming. Misinformation is yet another tool of oppression and just as dangerous.

And above all else, do not forget that Rowan College South Jersey stands behind its students, no matter their origins.



Sincerely,

Ya Vanca Brooks, RCSJ Diversity Committee Chair, Gloucester Campus

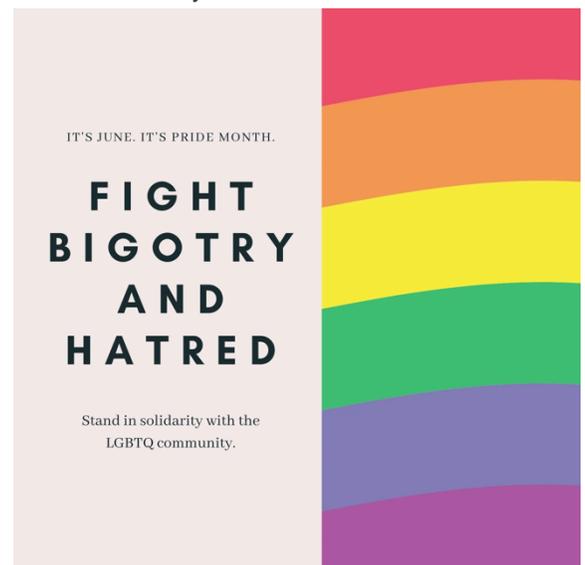
LGBTQ+ Pride Month

Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month is currently celebrated each year in the month of June to honor the 1969 Stonewall Uprising in Manhattan. The Stonewall Uprising was a tipping point for the Gay Liberation Movement in the United States. In the United States the last Sunday in June was initially celebrated as "Gay Pride Day," but the actual day was flexible. In major cities across the nation the "day" soon grew to encompass a month-long series of events. Today, celebrations include pride parades, picnics, parties, workshops, symposia and concerts, and LGBTQ Pride Month events attract millions of participants around the world. Memorials are held during this month for those members of the community who have been lost to hate crimes or HIV/AIDS. The purpose of the commemorative month is to recognize the impact that lesbian, gay, bisexual and transgender individuals have had on history locally, nationally, and internationally. In 1994, a coalition of education-based organizations in the United States designated October as LGBT History Month. In 1995, a resolution passed by the General Assembly of the National Education Association included LGBT History Month within a list of commemorative months. National Coming Out Day (October 11), as well as the first "March on Washington" in 1979, are commemorated in the LGBTQ community during LGBT History Month. June 2020 marks the 50th anniversary of annual LGBTQ+ Pride traditions. The first Pride march in New York City was held on June 28, 1970 on the one-year anniversary of the Stonewall Uprising. Primary sources available at the Library of Congress provide detailed information about how this first Pride march was planned, and the reasons why activists felt so strongly that it should exist. Looking through the Lili Vincenz and Frank Kameny Papers in the Manuscript Reading Room, researchers can find planning documents, correspondence, flyers, ephemera and more from the very first Pride marches in 1970. This, the very first U.S. Gay Pride Week and March, was meant to give the community a chance to gather together to, "...commemorate the Christopher Street Uprisings of last summer in which thousands of homosexuals went to the streets to demonstrate against centuries of abuse....from government hostility to employment and housing discrimination, Mafia control of Gay bars, and anti-Homosexual laws" (Christopher Street Liberation Day Committee Fliers, Franklin Kameny Papers). The concept behind the initial Pride march came from members of the Eastern Regional Conference of

ybrooks@rcsj.edu



Homophile Organizations (E.R.C.H.O), who had been organizing an annual July 4th demonstration (1965-1969) known as the "Reminder Day Pickets," at Independence Hall in Philadelphia. At the E.R.C.H.O Conference in November 1969, the 13 homophile organizations in attendance voted to pass a resolution to organize a National annual demonstration, to be called Christopher Street Liberation Day.



Issue 6, June 2020

TEN WAYS TO FIGHT HATE

1 ACT

Do something. In the face of hatred, apathy will be interpreted as acceptance by the perpetrators, the public, and — worse — the victims. Community members must take action; if we don't, hate persists.

2 JOIN FORCES

Reach out to allies from churches, schools, clubs, and other civic groups. Create a diverse coalition. Include children, police, and the media. Gather ideas from everyone and get everyone involved.

3 SUPPORT THE VICTIMS

Hate crime victims are especially vulnerable. If you're a victim, report every incident — in detail — and ask for help. If you learn about a hate crime victim in your community, show support. Let victims know you care. Surround them with comfort and protection.

4 SPEAK UP

Hate must be exposed and denounced. Help news organizations achieve balance and depth. Do not debate hate group members in conflict-driven forums. Instead, speak up in ways that draw attention away from hate, toward unity.

5 EDUCATE YOURSELF

An informed campaign improves its effectiveness. Determine if a hate group is involved and research its symbols and agenda. Understand the difference between a hate crime and a bias incident.

6 CREATE AN ALTERNATIVE

Do not attend a hate rally. Find another outlet for anger and frustration and for people's desire to do something. Hold a unity rally or parade to draw media attention away from hate.

7 PRESSURE LEADERS

Elected officials and other community leaders can be important allies. But some must overcome reluctance — and others, their own biases — before they're able to take a stand.

8 STAY ENGAGED

Promote acceptance and address bias before another hate crime can occur. Expand your comfort zone by reaching out to people outside your own groups.

9 TEACH ACCEPTANCE

Bias is learned early, often at home. Schools can offer lessons of tolerance and acceptance. Host a diversity and inclusion day on campus. Reach out to young people who may be susceptible to hate group propaganda and prejudice.

10 DIG DEEPER

Look inside yourself for biases and stereotypes. Commit to disrupting hate and intolerance at home, at school, in the workplace and in faith communities.



**TOGETHER OUR VOICES
ARE LOUDER THAN HATE**

<https://www.splcenter.org/20170814/ten-ways-fight-hate-community-response-guide>

Why Talking About Race Matters

A Lifelong Journey

Talking about race starts with personal reflection:

EVERYONE
HAS A
RACIALIZED
IDENTITY.

RACIALIZED
IDENTITY HAS
MAJOR
IMPACT ON A
PERSON'S
LIFE.

RACE IS A
DEFINING
SOCIAL
CONSTRUCT
IN AMERICAN
LIFE.



Calendar of Observances – June 2020

- 1) June is LGBT Pride Month!
- 2) World Environment Day – 6/5/2020
(<https://www.wincalendar.com/World-Environment-Day>)
- 3) Juneteenth – 6/19/2020
(<https://www.wincalendar.com/Juneteenth>)
- 4) Father's Day – 6/21/2020
(<https://www.wincalendar.com/Fathers-Day>)
- 5) International Day Against Drug Abuse and Illicit Trafficking – 6/26/2020
(<https://www.wincalendar.com/Day-Against-Drug-Abuse-Illicit-Trafficking>)

- When were you first aware of your race?
- What do you remember from childhood about how you made sense of human differences? What confused you?
- What childhood experiences did you have with friends or adults who were different from you in some way?
- How, if ever, did any adult give you help thinking about racial differences?

<https://nmaahc.si.edu/learn/talking-about-race>

Diversity and Inclusion Resource Center

- 50 Ways for College Students to Maximize Summer Break
<https://blog.campusgroups.com/campusgroups/2018/5/23/50-ways-for-college-students-to-maximize-summer-break>

Follow Us on Instagram @RCSJDiversity

<https://www.rcsj.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@rcsj.edu

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

 <p>Age</p> <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> 	 <p>Religion or Belief</p> <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>	 <p>Sexual Orientation</p> <p>The Equality Act 2010 protects lesbian, gay, bisexual and heterosexual people.</p>
 <p>Disability</p> <p>'Disability' includes people with physical, learning and sensory disabilities, people with a long-term illness, and people with mental health problems.</p>	 <p>Sex (Gender)</p> <p>Both males and females are protected under The Equality Act 2010.</p>	 <p>Gender Reassignment</p> <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>
 <p>Race</p> <p>Under The Equality Act 2010 'race' includes colour, nationality and ethnic or national origins. It also includes Gypsy Travellers.</p>	 <p>Pregnancy and Maternity</p> <p>The law covers pregnant women or those who have given birth within the last 26 weeks, and those who are breast feeding.</p>	 <p>Marriage and Civil Partnership</p> <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

HOW HIGHER ED CAN FIGHT RACISM: 'SPEAK UP WHEN IT'S HARD'

Over the past week, protests against police officers' use of force against black men and women have rocked American cities. American institutions are facing a reckoning, and higher education is not excluded.

https://www.chronicle.com/article/How-Higher-Ed-Can-Fight/248897?utm_source=at&utm_medium=en&utm_source=Iterable&utm_medium=email&utm_campaign=campaign_1258731&cid=at&source=ams&sourceId=5252108

AFTER GEORGE FLOYD'S KILLING, WHAT ACADEMICS CAN DO

A virus drove us indoors. A violent death drove many of us out into the streets.

https://www.chronicle.com/article/After-George-Floyd-s/248890?utm_source=at&utm_medium=en&utm_source=Iterable&utm_medium=email&utm_campaign=campaign_1258731&cid=at&source=ams&sourceId=5252108