

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter



National Women's History Month
Celebrating Women of Character, Courage and Commitment
March



A Note from the Chair

March is Women’s History Month! RCSJ’s Diversity Committee remains strong and steadfast to the mission of creating and maintaining a diverse and inclusive educational milieu for all stakeholders: students, employees and the community. As the institution forges ahead, the Diversity Committee will continue to advocate for campus wide solidarity and mutual respect for each other. Over the past academic year, the Diversity Committee has begun new and exciting partnerships with Mothers Matters, the Gloucester County Cultural & Heritage Commission, SERVE and the Volunteer Center of South Jersey. RCSJ’s Diversity Committee is determined to uphold the virtues of equality, diversity and inclusion.

As a college community and as a fellow human being, let us continue to fight the good fight of equality. As long as we continue to bear witness to heinous acts of violence against U.S. citizens of various colors, cultures, religions, and political groups, there must be a continual fight for social justice. The violence has not only affected Americans, but other nationalities as well and women worldwide. Mrs. Coretta Scott King offered this most apropos statement, **“Struggle is a never ending process. Freedom is never really won, you must earn it and win it in every generation.”** Instead of giving in to the powerlessness we may feel about our own inability to stop racism, violence and opposing political views, everyone must examine their own role in perpetuating (inadvertently and advertently) racist thinking, implicit biases and discriminatory practices. In spite of the horrific events taking place across our nation, we must persevere in our pursuit of equality for all.

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

“How wonderful it is that nobody need wait a single moment before starting to improve the world.” ~ Anne Frank

Ya Vanca Brooks, Chair of Diversity

ybrooks@rcsj.edu

Diversity Committee’s Mission

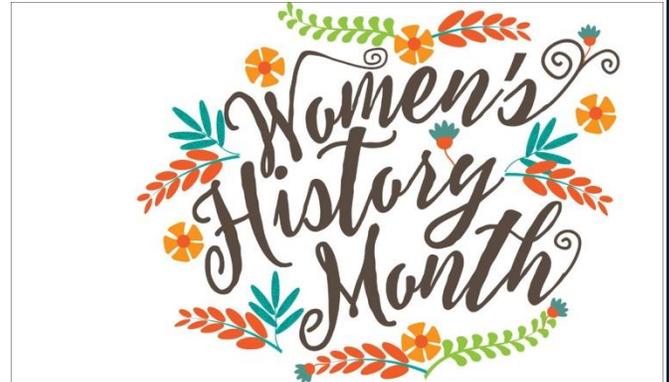
RCSJ wishes to express its strong commitment to the goal of diversity, respect, civility and inclusion on our campus. The promotion and retention of a diverse faculty/staff and student body is essential to the success of our institution as a collective body as well as our respective professional pursuits. 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.

Issue 3, March 2020

Women's History Month is a celebration of women's contributions to history, culture and society and has been observed annually in the month of March in the United States since 1987.



The 2020 theme, "Valiant Women of the Vote," pays homage to the 100 anniversary of the ratification of the 19th Amendment, which gave women the right to vote. The theme honors "the brave women who fought to win suffrage rights for women, and for the women who continue to fight for the voting rights of others." Women's History Month 2020 takes place from Sunday, March 1-Tuesday, March 31, 2020. Women's History Month is a dedicated month to reflect on the often-overlooked contributions of women to United States history. From Abigail Adams to Susan B. Anthony, Sojourner Truth to Rosa Parks, the timeline of women's history milestones stretches back to the founding of the United States. The actual celebration of Women's History Month grew out of a weeklong celebration of women's contributions to culture, history and society organized by the school district of Sonoma, California, in 1978. Presentations were given at dozens of schools, hundreds of students participated in a "Real Woman" essay contest and a parade was held in downtown Santa Rosa Did you know? To coincide with Women's History Month 2011, the White House issued a 50-year progress report on the status of women in the United States. It found that younger women are now more likely than their male counterparts to hold a college degree and that the number of men and women in the labor force has nearly equalized. A few years later, the idea had caught on within communities, school districts and organizations across the country. In 1980, President Jimmy Carter issued the first presidential proclamation declaring the week of March 8 as National Women's History Week. The U.S. Congress followed suit the next year, passing a resolution establishing a national celebration. Six years later, the National Women's History Project successfully petitioned Congress to expand the event to the entire month of March.



March is National Nutrition Month and the Theme for 2020 is “Eating Right, Bite by Bite”!

Choosing nutritious foods and getting enough physical activity can make a significant difference in your health. For National Nutrition Month 2020, in March, the Academy of Nutrition and Dietetics encourages people to make informed food choices and develop sound eating and physical activity habits.

National Nutrition Month was initiated in 1973 as National Nutrition Week, and it became a month-long observance in 1980 in response to growing interest in nutrition. Each March, the Academy focuses attention on healthful eating through National Nutrition Month. This year's theme, Eat Right, Bite by Bite, promotes eating a variety of nutritious foods every day, planning and creating healthful meals each week and the value of consulting a registered dietitian nutritionist.

"Developing healthful eating habits does not mean undertaking drastic lifestyle changes," said registered dietitian nutritionist Jerlyn Jones, a national spokesperson for the Academy based in Atlanta, Ga. "Registered dietitian nutritionists help their clients develop individualized eating and activity plans with simple steps that can help them meet their health goals. These simple steps are developed to become lifelong habits."

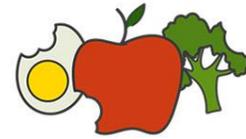
Registered dietitian nutritionists provide recipe ideas, cooking tips and other healthful advice for everyday issues such as cooking dinner or meal preparation for picky eaters. In addition, many registered dietitian nutritionists provide medical nutrition therapy to help clients manage chronic conditions such as diabetes, heart disease and hypertension. They often work as part of a medical team to help clients set nutrition goals to improve their health.

Medical nutrition therapy provided by a registered dietitian nutritionist includes reviewing the client's eating habits and lifestyle, assessing their nutritional status and creating a personalized nutrition treatment plan. Many medical plans cover the costs of seeing a registered dietitian nutritionist.

The second Wednesday of March is celebrated as Registered Dietitian Nutritionist Day to commemorate the dedication of registered dietitian nutritionists as the leading advocates for advancing the nutritional status of Americans and people around the world. This year's celebration will be March 11.

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EAT RIGHT



BITE BY BITE

National Nutrition Month®
March 2020

eat right. Academy of Nutrition
and Dietetics



Issue 3, March 2020

Yes, I Can!

A WOMEN'S EMPOWERMENT CONFERENCE



March 5, 2020
8:30 a.m. - 4 p.m.

Luciano Conference Center
Rowan College of South Jersey
Cumberland Campus
3322 College Drive
Vineland, NJ 08360

- 8:30 a.m. Registration
- 9 a.m. Welcome by Darlene Barber,
Cumberland County Deputy Freeholder Director
- 9:15 a.m. Women's Business and Resource Expo
- 11 a.m. Breakout Session
- 12:15 p.m. Keynote Speaker: Dr. Stephanie Iglesias
Lunch (Registration is required; seating limited to 100)
- 2 p.m. Movie: "On the Basis of Sex"
- 3:30 p.m. Prize Drawing

Community Sponsors:

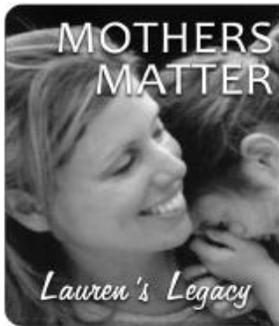


To Register: <http://bit.ly/yesican2020>

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Issue 3, March 2020



Lauren Rose Albert Foundation
Making a Difference in Women's Lives

CELEBRATING

20

YEARS

OPEN HOUSE

Saturday, March 7 • 11 a.m. to 2 p.m.

Mothers Matter Headquarters • 3 McClure Drive, Sewell, NJ

Please Celebrate with Us!



20 Years of Making a Difference in Women's Lives

900 Financial Assistance Grants

50,000 Mothers Matter Gift Baskets/Bags



In 2000, the **Lauren Rose Albert Foundation** embarked on a mission to help women achieve educationally and economically, and to bring sunshine and light into their lives. Since then:

- We awarded **over 900 financial assistance grants** to head-of-household women with critical financial needs and nowhere else to turn for help, and to income-eligible single mothers to offset the cost of college textbooks.
- **50,000+ Mothers Matter gift bags** brought comfort, encouragement and quality-of-life necessities to women facing difficult challenges.

As we begin our **20th year**, we share with all who have been part of our wonderful journey, the joy of knowing that together we helped make a difference in the lives of others.

To RSVP (prior to March 4) or for more information:

mothersmatter@laurenlegacy.org • 856.428.7673 • www.mothersmatter.org

The ABCs

of Car Maintenance

Presented by **Jeff Silvestri**, Coordinator, Ford Asset Program



March 9 and March 10

6–8 p.m.

Gloucester County Institute of Technology, Room 410

1360 Tanyard Road, Sewell, NJ 08080

Call 856-415-2138 or email dzimecki@rcsj.edu to register.

Space is limited.

Topics include:

- ✦ What to look for in a service station
- ✦ Understanding basic car maintenance
- ✦ Importance of reading the owner's manual
- ✦ Checking and changing motor oil, fluids and filters
- ✦ How to add air to tires

and more



1400 Tanyard Road
Sewell, NJ 08080
856-468-5000
RCSJ.edu



Sponsored by:
American Association for
Women in Community Colleges



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Issue 3, March 2020



WOMEN'S HISTORY MONTH CELEBRATION MARCH 2020

Monday March 9

Women's Self Defense
Workshop

11 AM - 12 PM PEC301

1 PM - 2 PM PEC301

ABC's of Car Care

6 PM - 8 PM

GCIT 410

Tuesday March 10

TED TALK

11 AM - 12 PM

College Center

Nourishing Your Best Self

12 PM - 1 PM

College Center

Developing Your Story of
Self

1 PM - 2 PM

College Center

ABC's of Car Care

6 PM - 8 PM

GCIT 410

Wednesday March 11

Women Who Balance Work
Life and Lead

11 AM - 12:30 PM BAC 500

Thursday March 12

The Clothesline Project

11 AM - 2 PM

College Center

All are welcome

**Rowan College
of South Jersey Diversity
Committee**



Wonder Woman Wednesdays

**WOMEN'S HISTORY
MONTH CELEBRATION
MARCH 2020**

ALL ARE WELCOME

WEDNESDAY 3/4/2020

**TAI CHI CLASS
12P - 1P
PEC/AUX GYM**

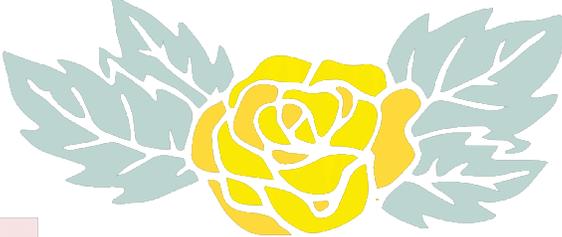
WEDNESDAY 3/11/2020

**WOMAN WHO BALANCE WORK LIFE AND LEAD: A
PANEL DISCUSSION
11A - 12:30P
BAC 500**

WEDNESDAY 3/25/2020

**MOTHERS OF PLAZA DE MAYO:
WOMEN FIGHTING FOR JUSTICE FOR THEIR
MISSING CHILDREN AND GRANDCHILDREN
12:15P - 1:40P
COLLEGE CENTER**

**ROWAN COLLEGE OF SOUTH
JERSEY DIVERSITY COMMITTEE**

1920  2020

WOMEN'S VOTE
CENTENNIAL

100 Years of Women's
Right to Vote

Tuesday, March 24th 11am – 1pm

College Center

Speaker: Loren Dann

Discussion on the life of Eliza B. Duffy, a local historical figure, author, artist, columnist, feminist and suffrage advocate.

All are welcome

WOMEN'S HISTORY MONTH ART EXHIBIT

**A CELEBRATION OF
WOMEN, THEIR
ACHIEVEMENTS,
& THEIR RIGHTS**

FEATURING ART WORK BY:
FRAN CRUM
JESS PHELPS
PHYLLIS DAVIDSON
JAMIE COOK
LOREN DANN
DIVINE DOWNES
ISABELLA JOSEPH AND MORE...

SHOW TAKES PLACE

**MARCH 1 THRU APRIL 15TH
MON. THRU. SAT. 10AM TO 7PM**

**ARTIST RECEPTION & CELEBRATION
SAT., MAR. 28TH 6PM- 8PM**

WITH LIVE PERFORMANCES BY:

LENI UDDYBACK-FORSTON (POETRY)
JAMILAH DAMIANI (SONG)
RHONDA ROSS HUNTER(SPOKEN
WORD)



65 N. Broad St.
Woodbury, NJ 08096
856-537-1953



ARTWORK MAY HAVE NUDITY/
PARENTAL DISCRETION ADVISED

INTERESTED IN SUBMITTING WORK OR PERFORMING,
ACCEPTING SUBMISSIONS UNTIL 2/21. PLEASE EMAIL
SOWINGSEEDS.COOP@GMAIL.COM FOR CONSIDERATION



The Diversity Committee Presents

Diversity Committee

Initiatives

March is Women's History Month

**Celebrating Women through
Self-care and Dignity events
starting on March 9th, 2020 to
March 12th, 2020.**

**Tuesday, March 24th, 2020 from
11 am to 12:30 pm. join us in
the BAC for an interactive
discussion with Loren Dann
regarding the life and suffrage
advocate "Eliza Duffy."**

Wonder Women Wednesdays

March 4th, 2020: Tai Chi

**March 11th, 2020: Panel
Discussion w/ Female Leaders**

**March 25th, 2020: Mother's for
Justice**

The Diversity Committee
presents **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:

February 13th, 2020

March 10th, 2020

April 14th, 2020

May 12th, 2020

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

World Down Syndrome Day

Calendar of Observances – March 2020

- 1) Zero Discrimination Day – 3/1/2020
(<https://www.wincalendar.com/Zero-Discrimination-Day>)
- 2) International Women’s Day – 3/8/2020
(<https://www.wincalendar.com/International-Womens-Day>)
- 3) International Day of Happiness – 3/20/2020
(<https://www.wincalendar.com/International-Day-Happiness>)
- 4) International Day for the Elimination of Racial Discrimination – 3/21/2020
(<https://www.wincalendar.com/Day-for-Elimination-of-Racial-Discrimination>)
- 5) International Day for the Rights to the Truth concerning Gross Human Rights Violations and for the Dignity of Victims – 3/34/2020
(<https://www.wincalendar.com/Human-Rights-Violations-and-Dignity-of-Victims>)
- 6) International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade – 3/25/2020
(<https://www.wincalendar.com/Remembrance-Victims-of-Slavery-and-Slave-Trade>)
- 7) International Transgender Day of Visibility – 3/31/2020
(<https://www.wincalendar.com/Transgender-Day-of-Visibility>)

World Down Syndrome Day is annually observed on March 21 to raise public awareness of Down syndrome, a congenital disorder caused by having an extra 21st chromosome. World Down Syndrome Day is observed in more than 60 countries worldwide. Many organizations and communities, including the United Nations (UN) and Down Syndrome International, promote World Down Syndrome Day to raise people’s awareness and understanding of Down syndrome. Activities and events that take place on March 21 showcase the abilities and accomplishments of people with Down syndrome. These events also focus on encouraging independence, self-advocacy and freedom of choices for people with Down syndrome. World Down Syndrome Day is an official UN observance and not a public holiday. Down syndrome is a naturally occurring chromosomal arrangement that has always been a part of the human condition, being universally present across racial, gender and socio-economic lines. According to the UN, it affects about 1 in 800 births worldwide, causing intellectual disability and associated medical issues. Organizations such as Down Syndrome International have been organizing various activities for World Down Syndrome Day since 2006. In November 2011, the UN decided to officially observe the event from 2012 onwards, inviting governments and businesses to take part in World Down Syndrome Day. Many people wear odd socks on WDSD or ribbons or wrist bands which vary in color, but often include the words “Down syndrome” in their message.

Diversity and Inclusion Resource Center

- Women’s Human Rights
<https://www.globalfundforwomen.org/womens-human-rights/>
- NY Times – Women’s Rights
<https://www.nytimes.com/topic/subject/womens-rights>

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

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 classes of that society. A socially just society is defined by its advocates and practitioners 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

FOSTERING GENDER EQUALITY AND DIVERSITY IN THE WORKPLACE

It's been about 50 years since the mass arrival of women into the corporate workforce and the first equal pay laws were passed, and 20 years since companies designed the first gender diversity plans, but women continue to be largely underrepresented at all workforce levels globally.

<https://www.corporatewellnessmagazine.com/article/fostering-gender-equality-diversity-workplace>

IN 2019, WOMEN'S RIGHTS ARE STILL NOT EXPLICITLY RECOGNIZED IN US CONSTITUTION

Over nine decades, efforts to amend the U.S. Constitution to recognize women's rights have faced major challenges.

<https://theconversation.com/in-2019-womens-rights-are-still-not-explicitly-recognized-in-us-constitution-108150>