

# CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter



[ybrooks@rcgc.edu](mailto:ybrooks@rcgc.edu)

Issue 9, September 2019



*A Note from the Chair*

It is official college community; we are now Rowan College of South Jersey! Although we have merged with Cumberland County College, our mission and integrity has not changed. As the new institution progresses in this transition, the Diversity Committee will continue to advocate for campus wide diversity and inclusion. The Diversity Committee and Student Life will maintain an on-going partnership to ensure that we observe and recognize the cultural diversity on campus. The goal is to increase mutual understanding and respect among the various religious, ethnic and cultural groups across both campuses. RCSJ's Diversity Committee also strives to build upon the diversity of our community to establish a more inclusive educational environment. RCSJ's Diversity Committee is determined to uphold the virtues of equality, diversity and inclusion.

Unfortunately, heinous acts of violence continues against U.S. citizens of various colors, cultures, religions, and political groups. Instead of giving in to the powerlessness we may feel to stop racism and opposing political views, every institution must examine its own role in perpetuating (inadvertently and advertently) racist thinking, implicit biases and discriminatory policies. We cannot truthfully develop equal opportunities for all until our institutions take specific actions to eradicate implicit biases and discriminatory policies. In spite of the horrific events taking place across our nation, we must persevere in our pursuit of equality for all.

Colleges, Universities and other organizations have found that achieving real and sustained diversity and inclusion programs, initiatives, and committees has been a multifaceted task– one that requires a more concentrated approach. We will continue to publish “**CONNECTIONS**” as an instrument to augment awareness and sensitivity about religious obligations as well as ethnic and cultural festivities that may affect students, colleagues and neighbors on both campuses. RCSJ will strive to build a culture that values meritocracy, openness, fairness and transparency for its staff, students and its stakeholders.

**“Change is the law of life. And those who look only to the past or present are certain to miss the future.” ~ John F. Kennedy**

*Ya Vanca Brooks, Chair of Diversity*

[ybrooks@rcgc.edu](mailto:ybrooks@rcgc.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.

## **November is National Native American Heritage Month.**

It's a time to recognize the many sacrifices, contributions and achievements of Native American people, as well as celebrate their rich and vibrant cultures.

In 1990, President George H.W. Bush approved a joint resolution designating November as "National American Indian Heritage Month." Although the name eventually changed, it started an annual tradition upheld in communities across the United States.

For those wanting to participate, here are five ways to honor Native Americans this month -- and every month.

**Visit a reservation or museum.** The US holds in trust 56.2 million acres of land for various Indian tribes and individuals, according to the US Department of Indian Affairs. There are approximately 326 reservations. These reservations are not tourist attractions. Many are the remnants of native tribes' lands, while others were created by the federal government for Native Americans who were forcibly removed from their lands. They are homes for tribes and communities; it's where many live, work and raise their families. However, some reservations welcome visitors and have even erected museums to educate the wider public about their history and culture. For example, the Museum of the Cherokee Indian in Cherokee, North Carolina, features an engaging exhibit fit for all ages. The Cherokee community also hosts cultural events and sells items nearby.

**Attend or host an educational event.** The Library of Congress and National Archives are two of many national institutions hosting events about Native American history and culture this month. Local institutions and organizations -- including libraries, schools and cultural groups -- will also host events, ranging from webinars to dance performances and even puppet shows. If there are no events happening near you, consider hosting one. You don't have to be a Native American to appreciate and share their history and culture with your community. A great way to start is by contacting a nearby reservation, museum, cultural group or academic and ask how you can collaborate. To ensure your event doesn't accidentally disrespect Native communities, run ideas by their community leaders first.

**'Decolonize' your Thanksgiving dinner.** The Thanksgiving story of pilgrims and Native Americans sharing a friendly meal will be reenacted and celebrated across the country on November 28. But many Native Americans actually consider it a "Day of Mourning," pointing out the story overlooks how the introduction of European settlers spelled tragedy for indigenous communities. For this reason, some Native American groups and their allies are calling on Americans to "decolonize" their Thanksgiving celebrations. Some ways of doing this include putting away Native American decorations and tropes, introducing native dishes to the dinner table and engaging in conversations about Native American history with dinner guests. Some native groups, including United American

Indians of New England, invite people to participate in "Day of Mourning" marches.

**Read the work of Native American authors.** A great way to learn about Native American history and culture is to read a book by a Native American author. Tommy Orange, Louise Erdrich, Stephen Graham Jones and Joy Harjo are among the many Native American authors celebrated for their works. Of course, not all their books are historical accounts. Many are fiction, romance and even horror. Add some of their books to your Black Friday wish list. You can also read up on the history of Native Americans using resources provided by the National Archives.

**Support native-owned businesses and charities.** Black Friday is just one day after Thanksgiving. Instead of spending all your money on Amazon, consider spending some at native-owned businesses or even donating to charities. It's a great way to support native communities' economic well-being, as well as contribute to worthwhile social causes. There's a long list of environmental, economic, education, health and rights groups that work to strengthen and empower native communities.

**Reflections from a proud Hispanic immigrant.** This “title” was given to me the moment I arrived into the United States as a teenager. Whether we belong to the first, second, third, or subsequent generations of Hispanic immigrants, we have roots that can be traced back to Mexico, Central and South America, Spain, and the Caribbean. Often, the words Hispanic and Latino are used interchangeably although they mean two different things. Hispanic refers to people who speak Spanish and/or are descended from Spanish-speaking countries. Latino are people who are from or descended from people born in Latin America.

According to the Pew Research Center, the Hispanic population in the United States is about 57 million, or approximately 18% of its citizens. This number is significant considering that back in 1970 there were about 9.7 million Hispanics making up just 5% of the U.S. population.

Since it is now Hispanic Heritage Month, a period from September 15 to October 15, when we recognize the contributions of Latino Americans to the United States culture and history, it gives me an immense pride to reflect and celebrate our culture and heritage. During this month, we celebrate our heritage through festivities that highlight, our history, music, food, art, language, and culture.

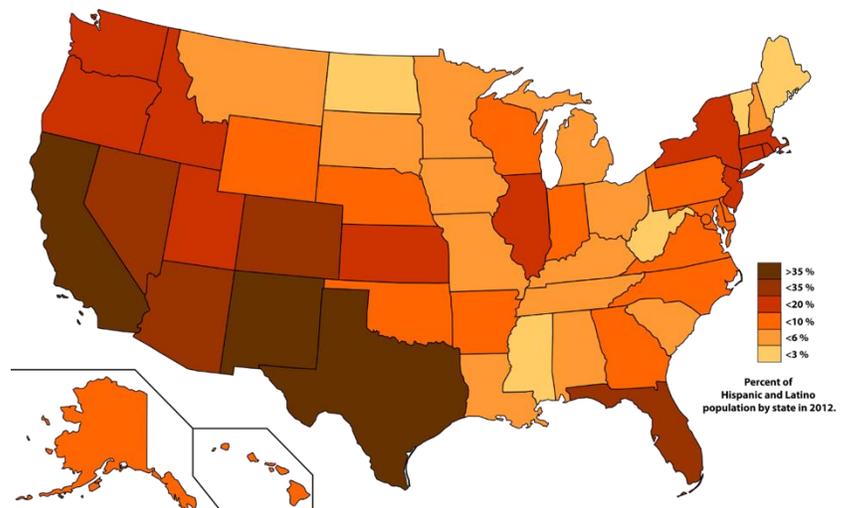
As more Hispanics embrace the melting pot in the U.S., it is important to understand the presence and influence of Hispanics in this country. As we move to create a better future for our families and our communities, we are always looking for ways to increase our participation in civic life and in an increasingly global workforce. Today, Hispanics have a large presence in schools and universities, we want to pursue different career paths that will allow us to make a difference to the land that adopted us. Our presence in politics, medical sciences, media, engineering, education, law, finance, entertainment, and sports is growing at an increasing rate. This we do with pride and hard work.

While many of us may suffer discrimination in different degrees, we are resilient. We believe that there is a place for us in this country. We know this because we are taught that tenacity, honesty, accountability, and responsibility will take us to the

next level. While we are very productive individuals, we also know how to have fun. We don't need a reason to get together and dance salsa, merengue, cumbia, or vales while drinking sangria with family or friends. We love to cook delicious foods with incredible aromas and flavors.

This is who we are. This is our heritage and our gift to the United States. Enjoy Hispanic Heritage month!

**José Torres, MBA, MS, MA**  
**Business Studies Division**  
**Rowan College of South**  
**Jersey**



*Join us at a community listening session about*

# Youth Bias

*Share your story in person.*

The Interagency Task Force to Combat Youth Bias is hosting four community listening sessions to hear from members of the public.

If you or your child has been impacted by bias, intolerance or prejudice, we want to hear from you.

**November 13, 2019**

2:00 p.m. - 4:00 p.m.  
Chabad House  
170 College Avenue  
New Brunswick

**November 21, 2019**

6:00 p.m. - 8:00 p.m.  
John Wesley United Methodist Church  
90 Matthew Brown Way  
Bridgeton

**November 20, 2019**

6:00 p.m. - 8:00 p.m.  
Donovan Catholic High School  
711 Hooper Avenue  
Toms River

**November 25, 2019**

6:00 p.m. - 8:00 p.m.  
Mount Olive Baptist Church  
260 Central Avenue  
Hackensack

If you do not want to speak at a listening session, but would still like to share your story or your recommendations, you can **submit written comments until December 15, 2019**, at [NJCivilRights.gov](http://NJCivilRights.gov), or by emailing [forums@NJCivilRights.gov](mailto:forums@NJCivilRights.gov).



NJ Office of the Attorney General

NJ Division on

**CIVIL RIGHTS**

# The ABC's

# of Car Maintenance

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



**Nov. 18 and Nov. 19**

6–8 p.m.

Gloucester County Institute of Technology

1360 Tanyard Road, Sewell, NJ 08080

Call 856-415-2138 or email [dzimecki@rcsj.edu](mailto: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](http://RCSJ.edu)



American Association for  
Women in Community Colleges

Sponsored by:



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Issue 11, November 2019

# Open Call for Artwork!

The RCSJ Gloucester Campus Art Gallery is currently accepting artwork submissions for the Winter Gallery Show. The show will feature 80's Pop Culture, Abstract and Expressionism Themes.

Artwork must be available between November 25th and March 18th.

**Deadline for Submissions - November 22nd**

Contact Erika with the Cultural & Heritage Commission at [egardner@rcsj.edu](mailto:egardner@rcsj.edu) or 856-464-5214 with any questions.



GLOUCESTER COUNTY  
**CULTURAL & HERITAGE  
COMMISSION**

ROWAN COLLEGE at GLOUCESTER COUNTY



October 2019

Dear Employee:

This letter is to inform you that in the next few weeks you will receive an email from this office announcing the launch of the mandatory training for the 2019-2020 academic year. The courses that will be available for you include:

**Harassment and Discrimination Prevention - Harassment and Title IX and the Clery Act (Mandatory)**

This course includes:

- Title IX Reporting Requirements
- Hostile Work Environment
- Harassment Training Scenarios
- Macroaggressions and Bias

**Family Educational Rights and Privacy Act (FERPA) Basics (Highly Recommended)** - This course provides an overview of FERPA. This federal law governs the access to educational information and records and explains your responsibility to protect the privacy of educational records.

Please be on the lookout for an email from me with the detailed information that you will need to complete the training. If you have any questions or concerns you, may contact me at [ajones@rcgc.edu](mailto:ajones@rcgc.edu) or call 856-415-2154.

Thank you for your cooperation with this critical issue.

Sincerely,

Almarie J. Jones  
Special Assistant to the President  
Diversity and Equity/Title IX and Compliance  
Rowan College South Jersey



## The Diversity Committee Presents

Diversity Committee &  
Student Life

### Activities

September 19<sup>th</sup>, 2019:  
Hispanic Heritage Month  
activity

October 7<sup>th</sup> to October  
10<sup>th</sup>, 2019: **Civility Week**  
**Campus-wide activities**

October 14<sup>th</sup> to October  
18<sup>th</sup>, 2019: Domestic  
Violence Week – campus  
wide activities

November 6<sup>th</sup>, 2019: Native  
American History Month  
Activity

November 13<sup>th</sup>, 2019:  
FURever friends in the Spot

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:**

September 10<sup>th</sup>, 2019

October 10<sup>th</sup>, 2019

November 12<sup>th</sup>, 2019

December 10<sup>th</sup>, 2019

January 14<sup>th</sup>, 2020

February 11<sup>th</sup>, 2020

March 10<sup>th</sup>, 2020

April 14<sup>th</sup>, 2020

May 12<sup>th</sup>, 2020

June 9<sup>th</sup>, 2020

July 14<sup>th</sup>, 2020

Stay tuned for the fall 2018  
line-up of Ted Talks, Lecture  
Series & other Activities  
sponsored by the Diversity  
Committee

### Calendar of Observances – November 2019

- 1) World Science Day for Peace and Development – 11/10/2019  
(<https://www.wincalendar.com/Science-Day-Peace-Development/>)
- 2) World Diabetes Day – 11/14/2019  
(<https://www.wincalendar.com/World-Diabetes-Day/>)
- 3) International Day for Tolerance – 11/16/2019  
(<https://www.wincalendar.com/International-Day-for-Tolerance/>)
- 4) Universal Children’s Day – 11/20/2019  
(<https://www.wincalendar.com/Universal-Childrens-Day/>)
- 5) International Day for the Elimination of Violence Against Women – 11/25/2019  
(<https://www.un.org/en/events/endviolenceday/>)
- 6) Thanksgiving Day – 11/28/2019  
(<https://www.wincalendar.com/Thanksgiving-day/>)

### Diversity and Inclusion Resource Center

- 10 ways to prepare for the spring semester  
<http://www.theprospect.net/10-ways-to-prepare-for-the-spring-semester-36588>
- How to Master the Holiday Season on a College Student Budget  
<https://myuvn.com/master-holiday-season-college-student-budget/>

[ybrooks@rcgc.edu](mailto:ybrooks@rcgc.edu)



### NATIONAL DIABETES MONTH

In November, National Diabetes Month focuses attention on the growing cost of diabetes on American’s health. From the physical, emotional and social effects to financial and damaging health, diabetes impacts more than 30 million people in the United States. Also known as American Diabetes Month, the month focus on making healthy changes and reducing the risk of type 2 diabetes. Get a physical. Regular checkups let us know where we stand and what changes we need to make. Ask questions, too! When we make small changes, we are more likely to stick when them. So, add one or two small changes at a time, instead of huge sweeping changes. Keep track of your goals. We are more likely to be honest if we write down our daily intake than if we just guess. Get a buddy. It’s more fun when we make changes together than if we go it alone. Learn more from the American Diabetes Association. Help prevent type 2 diabetes. Learn about healthy diet, exercise and how to control diabetes. Get involved. Use #NationalDiabetesMonth to post on social media. American Diabetes Association founded National Diabetes Month to spread information and resources concerning diabetes.

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 2<sup>nd</sup> Monday of every month. Please make all submissions by the 1<sup>st</sup> Monday of the month to [ybrooks@rcgc.edu](mailto: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 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

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

#### **4 best practices around diversity and inclusion in higher ed**

By helping students experience different viewpoints, colleges will better prepare them for post-graduation and increase the value of their degree

<https://www.ecampusnews.com/2018/04/27/4-best-practices-around-diversity-and-inclusion-in-higher-ed/?all>

#### **Diversity at Colleges and Universities through Multicultural Recruiting**

Diversity is traditionally about race, ethnicity, and gender, but it also includes sexual orientation, religion, age, and socioeconomic status. By going to a college that values diversity and multiculturalism in their students, faculty, and administrative staff, students will be better prepared for a global society.

<https://www.petersons.com/blog/diversity-at-colleges-and-universities-through-multicultural-recruiting/>