

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter





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

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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 8, August 2019



Welcome
the new
2019
RCSJ
MILE
Cohort!

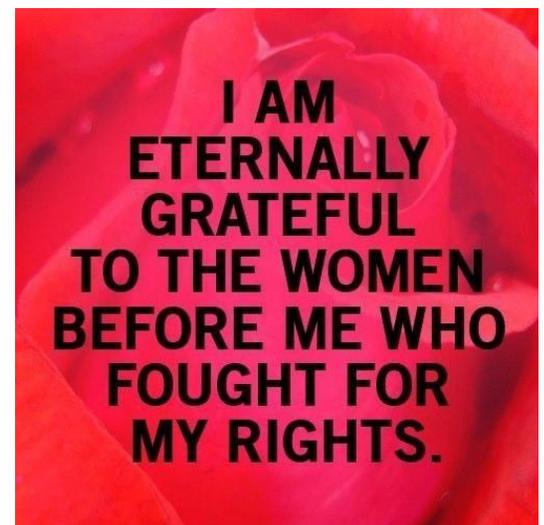
And Thank You
to my Mentors!
Jasskaran C. &
Sam H.



August 26 is Women's Equality Day

At the behest of Rep. Bella Abzug (D-NY), in 1971 and passed in 1973, the U.S. Congress designated August 26 as "Women's Equality Day." The date was selected to commemorate the 1920 certification of the 19th Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848 at the world's first women's rights convention, in Seneca Falls, New York. The observance of Women's Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women's continuing efforts toward full equality. Workplaces, libraries, organizations, and public facilities now participate with Women's Equality Day programs, displays, video showings, or other activities. Joint Resolution of Congress, 1971 Designating August 26 of each year as Women's Equality Day WHEREAS, the women of the United States have been treated as second-class citizens and have not been entitled the full rights and privileges, public or private, legal or institutional, which are available to male citizens of the United States; and WHEREAS, the women of the United States have united to assure that these rights and privileges are available to all citizens equally regardless of sex; and WHEREAS, the women of the United States have designated August 26, the anniversary date of the certification of the Nineteenth Amendment, as symbol of the continued fight for equal rights: and WHEREAS, the women of United States are to be commended and supported in their organizations and activities, NOW, THEREFORE, BE IT RESOLVED, the Senate and House of Representatives of the United States of America in Congress assembled, that August 26th of each year is designated as Women's Equality Day, and the President is authorized and requested to issue a proclamation annually in commemoration of that day in 1920, on which the women of America were first given the right to vote, and that day in 1970, on which a nationwide demonstration for women's rights took place.

WOMEN'S EQUALITY DAY



English course offered in Fall 2019: ENG 213 – Non-Western Literature

Mondays and Wednesdays 12:15 to 1:35 pm

Embark on an exciting journey through the writings of diverse authors from around the world:

- Explore life in African, Asian, and Latin American countries through their authors' voices.
- Read excerpts from *The Arabian Nights*, the Arab work that gave us "Aladdin and the Magic Lamp", and writings by 21st century writers.
- Discover the richness of other cultures and the common human experience that connects us all.

ENG 213 Non-Western Literature is

- a Humanities and Global and Cultural Awareness General Elective course
- a program elective for English majors
- a course recommended for the following options:
 - Psychology
 - Sociology
 - Social Work

For more information, contact Marcela Savelski: msavelsk@rcgc.edu



The Diversity Committee Presents

Diversity Committee &
Student Life

Activities

Stay Tuned for the
Fall 19 Lineup of
Events

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 11th, 2018

October 9th, 2018

November 13th, 2018

December 11th, 2018

January 8th, 2019

February 14th, 2019

April 9th, 2019

May 14th, 2019

June 11th, 2019

July 9th, 2019

August 13th, 2019

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

Calendar of Observances – August 2019

- 1) International Day of the World's Indigenous Peoples – 8/9/2019
(<https://www.wincalendar.com/Worlds-Indigenous-Peoples-Day>)
- 2) International Day of Remembrance of and Tribute to the Victims of Terrorism – 8/21/2019
(<https://www.un.org/en/events/victimsofterrorismday/>)
- 3) International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief – 8/22/2019
(<https://www.un.org/en/events/victimsofreligiousviolenceday/>)
- 4) International Day for the Remembrance of the Slave Trade and its Abolition – 8/23/2019
(<https://en.unesco.org/commemorations/slavetraderemembrance-day/>)
- 5) International Day of the Victims of Enforced Disappearances – 8/30/2019
(<https://www.un.org/en/events/disappearancesdav/>)

Diversity and Inclusion Resource Center

- 10 Tips to Prepare You for the Fall Semester
<https://blog.umhb.edu/10-tips-to-prepare-you-for-the-fall-semester/>
- 42 College Tips I Learned Freshman Year
<https://collegeinfo geek.com/42-things-i-learned-freshman-year/>

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Did You Know...

Qixi Festival

Religion/Culture: China

Qixi Festival, literally "The Night of Sevens", also known as Magpie Festival, falls on the seventh day of the seventh lunar month on the Chinese calendar; thus its name. It inspired Tanabata in Japan, Chilseok, in Korea, and Thá in Vietnam. It has sometimes been called Chinese Valentine's Day since the late 1990s. Girls traditionally demonstrate their domestic arts on this day and make wishes for a good husband. Qixi originated during the Han Dynasty.

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 8, August 2019



October 24, 2018

Greetings to Faculty and Staff,

Fall 2018 Annual Mandatory On-line Training through EverFi

The Office of Diversity and Equity wishes to announce the upcoming Title IX and other important courses for this academic year. You will receive an email from this office within the next few weeks with the launch date and detailed instructions for accessing the training.

Please note that this year's training is from EVERFI, so the access and sign-on will differ from that of our previous provider.

Below are the three courses you will be expected to complete.

Bridges: Building a Supportive Community - Title IX/Clery Primary Prevention Federal Regulations

This course was developed for colleges to comply with employee education requirements related to sexual misconduct under Title IX of the Education Amendments Act of 1972 and Section 304(a)(5) of the Violence Against Women Act, a component of the Clery Act.

Diversity: Inclusion in the Modern Workplace

This course is designed to help all employees successfully work together in a diverse environment by encouraging respectful behavior and reducing bias. The course also identifies the challenges and opportunities arising from diversity and helps employees understand the critical importance of a respectful workplace.

Family Educational Rights and Privacy Act (FERPA) Basics

This course provides an overview of FERPA which protects the privacy of education records and to review and challenge the content of those records.

The launch letter will contain the detailed information regarding access and completion requirements.

Sincerely,

Almarie J. Jones, Executive Director
Diversity and Equity
Affirmative Action and Title IX Officer

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Issue 8, August 2019

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

EVERYDAY DEMOCRACY PARTNERS WITH THE CT HISTORICAL SOCIETY FOR A TALKBACK – BLACK CITIZENSHIP IN THE AGE OF JIM CROW

A Connecticut Historical Society exhibit on loan from the New York Historical Society is attracting many of the state's residents to learn about the struggle for full citizenship and racial equality that unfolded in the 50 years after the Civil War. The exhibit also examines the differences between life in the northeast and in the Jim Crow south. Everyday Democracy is conducting post-tour "talk back" sessions on selected dates while the exhibit is in the state.

[HTTPS://WWW.EVERYDAY-DEMOCRACY.ORG/NEWS/EVERYDAY-DEMOCRACY-PARTNERS-CT-HISTORICAL-SOCIETY-TALKBACK—BLACK-CITIZENSHIP-AGE-JIM-CROW?UTM_SOURCE=EVERYDAY-DEMOCRACY.ORG+SUBSCRIBERS&UTM_CAMPAIGN=72AEED9964-MAY NEWSLETTER 2019 COPY 02&UTM_MEDIUM=EMAIL&UTM_TERM=0 949DABD79D-72AEED9964-133683395&MC_CID=72AEED9964&MC_EID=04563530CE](https://www.everyday-democracy.org/news/everyday-democracy-partners-ct-historical-society-talkback--black-citizenship-age-jim-crow?utm_source=everyday-democracy.org+subscribers&utm_campaign=72AEED9964-MAY%20NEWSLETTER%202019%20COPY%2002&utm_medium=email&utm_term=0_949DABD79D-72AEED9964-133683395&mc_cid=72AEED9964&mc_eid=04563530CE)

INTERGENERATIONAL EQUITY FRAMEWORK

Intergenerational equity is the practice of treating everyone fairly and justly regardless of age, with special consideration to the structural factors that privilege some age groups over others. At Everyday Democracy, we value intergenerational equity. We recognize that people of all ages can be and deserve to be engaged. Engagement may look different depending on age, but we need everyone, working together across the generations, if we are going to achieve sustainable community change.

<https://www.everyday-democracy.org/resources/intergenerational-equity-framework>