

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter

Hispanic Heritage Month
September 15th through October 15th

***A History of Serving
Our Nation***



**Celebrating Hispanic and Latino American
Culture, Heritage and Contributions**

hispanicheritagemoth.org ©

ybrooks@rcgc.edu

Issue 9, September 2019



A Note from the Chair

Welcome back to school for the fall 2019 semester. Although our name has changed to Rowan College of South Jersey, 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.

“Few will have the greatness to bend history itself; but each of us can work to change a small portion of events, and in the total; of all those acts will be written the history of this generation.” ~~ Robert 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.



WELCOME BACK STUDENTS AND FACULTY! HERE ARE 10 EMPOWERING MESSAGES TO SHARE WITH THE OTHER MEMBERS OF THE ROWAN COLLEGE FAMILY TO HELP ONE ANOTHER GET THROUGH THIS NEW ACADEMIC YEAR!

1. "TODAY IS A NEW DAY. WHAT CAN WE DO WITH IT?"
2. "YOU AREN'T DEFINED BY YOUR FAILURES; YOU'RE EMPOWERED BY THEM."
3. "THE HARDEST PERSON YOU'LL EVER FACE IS THE ONE STARING BACK AT YOU IN THE MIRROR."
4. "SUCCESS MEANS CARING. YOU'VE GOT TO CARE MORE THAN ANYONE ELSE DOES."
5. "I'M A LEARNER TOO. WE NEED TO SUPPORT EACH OTHER IN THAT."
6. "THERE'S NOTHING YOU CAN'T DO IF YOU REALLY WANT TO."
7. "GREAT THINGS BEGIN WITH SMALL ACTIONS."
8. "I'M ALWAYS HERE TO HELP YOU, BUT YOU'VE GOT TO TAKE THE LEAD."
9. "I BELIEVE IN YOU."
10. "YOU'RE NOT ALONE."



Welcome
the new
2019
MILE
Cohort!

And Thank You
to my Mentors!



Hispanic Heritage Month Facts

- Sept. 15 was chosen as the starting point for the celebration of Hispanic Heritage Month because it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on Sept. 16 and Sept. 18.
- As America's largest growing ethnic group, about 60 percent of people of Hispanic descent have type O blood compared to 45 percent of Caucasians and 50 percent of African Americans. Type O is the blood hospitals need most.
- With 329 million native speakers, Spanish ranks as the world's No. 2 language in terms of how many people speak it as their first language. It is slightly ahead of English (328 million) but behind Chinese (1.2 billion).
- The term Hispanic was first adopted by the United States government in the early 1970s and has since been used in local and federal employment, mass media, academia, and business market research. It has been used in the U.S. Census since 1980. Because of the popularity of "Latino" in the western portion of the United States, the government adopted this term as well in 1997, and used it in the 2000 census.
- The term "Hispanic" originally denoted a relationship to Hispania, more commonly known as Portugal and Spain, and the people colonized by those two countries.
- According to the 2010 Census, Hispanics accounted for more than half of the growth in United States population between 2000 and 2010. The U.S. is the fifth largest Hispanic country in the world. The majority of the U.S. population is Mexican American, followed in size by Central and South Americans, Puerto Ricans, and Cuban Americans.
- Spaniards are believed to be the longest continuously established population in Europe.
- Hispanics are not a monolithic group. In reality, some Hispanic subgroups have remarkably few characteristics in common. Various subgroups reflect great differences in ethnicity, culture, origin and can cover the racial spectrum, from white, African American, Asian, Pacific Islander and Native American. Hispanics are a mix of European, African and Native American people.
- The Chicano movement was a civil rights movement that started by looking for the restoration of land grants. The movement expanded to encompass Mexican farm worker's rights, enhanced education, voting rights and political rights.
- Compared with non-Hispanics, cancer rates among Hispanics are lower overall and lower for the major sites -- lung, breast, prostate, and colorectal.
- Hispanics usually place great value on appearance as a sense of honor, dignity and pride.
- Religion plays a significant role in day-to-day life. More than 90 percent of the Spanish-speaking world is Roman Catholic.
- St. Augustine, Florida, and Santa Fe, New Mexico were Hispanic cities founded before Plymouth, Massachusetts.
- Seventy percent of the Hispanic population lives in five states: California, Texas, New York, Florida and Illinois
- The Treaty of Guadalupe Hidalgo, signed February 2, 1848, ended the Mexican-American War. The United States agreed to pay Mexico \$15 million. This agreement also included a territorial settlement in which the United States annexed the northern portion of Mexico, resulting in what is today Texas, New Mexico and California.
- The terms Hispanic and Latino tend to be used interchangeably in the United States for people with origins in Spanish-speaking or Portuguese-speaking countries, like Mexico, Costa Rica, and Brazil. Contrary to many beliefs, Hispanic is not a race, but an ethnicity.
- From 1998 to 1999 to 2008 to 2009, the number of associate degrees earned by Hispanics more than doubled (increasing by 101 percent) During the same time period, the number of bachelor's degrees awarded Hispanic students increased by 85 percent.

Notable Hispanics



ELLEN OCHOA: ASTRONAUT

Even though she was teased in school for liking science, nothing stopped Ellen Ochoa from achieving her dreams of becoming an astronaut! Now she is Dr. Ellen Ochoa, the first Hispanic woman to ever go into space, an inventor, a mother, and a mentor for young girls.



JAIME ESCALANTE: TEACHER

Jaime Escalante was born to two teachers of Aymara ancestry in Bolivia, and taught math and physics. When he immigrated to the US he taught himself English and went to college. Jaime Escalante is well known for teaching Calculus at an under-

performing school in Los Angeles. He inspired and encouraged and motivated poor students at record numbers to take and pass the AP Calculus class, despite many cynics who didn't believe in him.



PAT MORA: AUTHOR

Pat Mora is a Latina author of poetry, nonfiction and children's books. Pat Mora founded the community-based, family literacy

initiative, El Día de los Niños, El Día de los Libros/ Children's Day. Her goal is to promote literacy and a love of books in children. In her children's books, she focuses on the rich cultural diversity in the towns around the border between Mexico and the US.



MARIO MOLINA: NOBEL PRIZE WINNING SCIENTIST

Mario Molina grew up in Mexico loving science. His aunt, who was a chemist, used to make up experiments for him and he was soon doing projects that rivaled university work. He

studied in Europe and the United States and got his PhD. Molina is most known for his Nobel Prize winning work in understanding how the ozone layer is formed and depleted—particularly by chemicals such as chlorofluorocarbons (CFCs); this crucial work in atmospheric chemistry had a profound impact on our environment.



ROBERTO CLEMENTE: BASEBALL PLAYER & HUMANITARIAN

Our final pick for this famous Latinos list is Roberto Clemente was born in Puerto Rico and played baseball as a child. He later was drafted for the Pittsburgh Pirates and

had a stunning career playing 15 All-Star Games, reaching the 3000 hits milestone, and being named MVP of the year. People also remember Roberto Clemente as a humanitarian, who worked in the off-season organizing charity drives and donating his time and money. He once said, "If you have a chance to help others, and you fail to do so, you're wasting your time on this Earth." When Roberto died in a plane crash in 1972, he was on his way to deliver supplies to earthquake victims in Nicaragua.

Miles for MILE 5K

Run & Walk

Saturday, Oct. 26, 2019
Start time: 8 am

Rowan College of South Jersey's Gloucester Campus

Lot F *(next to the Instructional Center)*

Parking in Lot E only



Please join the Rowan College Foundation for our second annual 5K Run and Walk that will go to support the Minority Initiative on Leadership and Excellence (MILE) program.

The proceeds raised from this event will help fund student book scholarships, transfer scholarships and program support.



VOLUNTEER CENTER *of South Jersey*

WELLNESS EVENT

September 28, 2019

9 am - 1pm

Rowan College South Jersey, 1400 Tanyard Road,
Sewell, NJ, Business & Corporate Center

\$50 per person

Volunteer Life Balance

You first; It's okay to say 'No'

Powerful Break-Out Sessions

Covering meditation, nourishing the body and soul, the positive effects of habits and focus, and the law of attraction



rcgc.edu

<https://vcsj-wellness1.eventbrite.com>

Issue 9, September 2019

Rowan College of South Jersey
Diversity Committee Presents

ACTIVISM THROUGH VOLUNTEERISM

Tuesday October 8, 2019

11am – 2pm

Help is always welcome!

**Become someones hero.
Come Find out how you can help!**



MOTHERS MATTER WISH LIST

Please help us fill our “Comfort” gift bags for women fighting cancer

Warm &. Fuzzy Socks

Unscented Body Lotion
(aquifor, maiderm, etc.)

Unscented Body Wash
(Aveeno, Eucerin, etc)

Dove Soap

Hand Sanitizer (small size)

Writing Journal

Nail Polish

Eye Brow Pencils

Lipstick/ Lip Gloss

Eye Shadow

Body Lotion

Hand Lotion

Foot Lotion/ Cream

Mothers Matter “Comfort” gift bags are given to the following hospitals’ cancer centers for women chemotherapy, radiation and surgical patients

Fox Chase Cancer Center ~ Inspira - Minitti Center for Hemotolgoy Oncology

MD Anderson Cancer Center at Cooper Hospital

Penn Medicine Virtua Cancer Program

Sidney Kimmel Cancer Center at Jefferson Hospital / Washington Twp.

The beautiful, color-coordinated assortments of pampering and practical products offer encouragement and comfort along with the message that others care.

www.mothersmatter.org



The Diversity Committee Presents

Diversity Committee &
Student Life

Activities

September 19th, 2019:
Hispanic Heritage Month
activity

October 7th to October 10th,
2019: **Civility Week Campus-
wide activities**

October 14th to October 18th,
2019: Domestic Violence
Week- campus wide activities

November 6th, 2019: Native
American History Month
Activity

November 13th, 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 10th, 2019

October 10th, 2019

November 12th, 2019

December 10th, 2019

January 14th, 2020

February 11th, 2020

March 10th, 2020

April 14th, 2020

May 12th, 2020

June 9th, 2020

July 14th, 2020

Stay tuned for the fall 2019
line-up of Ted Talks, Lecture
Series & other Activities
sponsored by the Diversity
Committee

Suicide Prevention Awareness Month

If you or someone you know is in an emergency, call [The National Suicide Prevention Lifeline](#) at 800-273-TALK (8255) or call 911 immediately.

Calendar of Observances – September 2019

- 1) Hispanic Heritage Month Starts September 15!
- 2) International Day of Charity – 9/5/2019
(<https://www.wincalendar.com/International-Day-of-Charity>)
- 3) International Literacy Day – 9/8/2019
(<https://www.wincalendar.com/International-Literacy-Day>)
- 4) World Suicide Prevention Day – 9/10/2019
(<https://www.wincalendar.com/Suicide-Prevention-Day>)
- 5) International Day of Peace – 9/21/2019
(<https://www.wincalendar.com/International-Day-Of-Peace>)
- 6) Beginning of Fall (Autumnal Equinox) – 9/23/2019
(<https://www.wincalendar.com/Fall-Begins>)

Suicidal thoughts, much like mental health conditions, can affect anyone regardless of age, gender or background. In fact, suicide is often the result of an untreated mental health condition. Suicidal thoughts, although common, should not be considered normal and often indicate more serious issues. In 2016 alone, nearly [45,000 individuals died by suicide](#), leaving behind their friends and family members to navigate the tragedy of loss. In many cases, friends and families affected by a suicide loss (often called “suicide loss survivors”) are left in the dark. Too often the feelings of shame and stigma prevent them from talking openly. September is National Suicide Prevention Awareness Month—a time to share resources and [stories](#) in an effort to shed light on this highly taboo and stigmatized topic. We use this month to reach out to those affected by suicide, raise awareness and connect individuals with suicidal ideation to treatment services. It is also important to ensure that individuals, friends and families have access to the resources they need to discuss suicide prevention. NAMI is here to help.

Resources

- [Know the Warning Signs and Risk Factors of Suicide](#)
- [Being Prepared for a Crisis](#)
- Need more information, referrals or support? Contact the [NAMI HelpLine](#).
- If you or someone you know is in an emergency, call **911** immediately.
- If you are in crisis or are experiencing difficult or suicidal thoughts, call the National Suicide Hotline at **1-800-273 TALK (8255)**
- If you're uncomfortable talking on the phone, you can also text **NAMI to 741-741** to be connected to a free, trained crisis counselor on the Crisis Text Line.

Diversity and Inclusion Resource Center

- 24 Great Ideas for Hispanic Heritage Month
<https://www.scholastic.com/teachers/articles/teaching-content/24-great-ideas-hispanic-heritage-month/>
- 10 Ways to Celebrate Hispanic Heritage Month on Campus or at Work
<https://www.findspark.com/how-to-celebrate-hispanic-heritage-month/>

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



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

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

Obama Says Hispanic Culture Is 'Woven into Our Daily Lives'

The president praised Hispanics' traditions, food and, of course, music. During the White House's annual Hispanic Heritage Month reception, Obama said Hispanic heritage is one of the richest in the world.

https://www.huffpost.com/entry/obama-says-hispanic-culture-is-woven-into-our-daily-lives_n_57ff9b45e4b05eff5581de54

What Is Hispanic Heritage Month?

Hispanic Heritage Month is an official celebration of American citizens whose ancestry can be traced back to Spain, Mexico, Central and South America and the Caribbean.

<https://time.com/4943371/what-is-hispanic-heritage-month/>