





### *A Note from the Chair*

Welcome back to school everyone!! The Diversity Committee remains steadfast in our goals to continually 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. Our hope is to increase mutual understanding and respect among the various religious, ethnic and cultural groups on campus. RCGC's Diversity Committee strives to build upon the diversity of our community to establish a more inclusive educational environment. RCGC's Diversity Committee remains steadfastly committed to upholding equality, diversity and inclusion.

The heinous acts of violence against U.S. citizens of various colors, cultures, religions, and political groups have reached new levels. 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 and policies. We cannot truthfully construct equal opportunities for all until our institutions take specific actions to end that thinking and those policies. Despite the most recent horrific events taking place across our nation, we must continue to be diligent in our pursuit of true democracy 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. RCGC strives to build a culture that values meritocracy, openness, fairness and transparency for its staff and students.

**“To be kind is to respond with sensitivity and human warmth to the hopes and needs of others. Even the briefest touch of kindness can lighten a heavy heart. Kindness can change the lives of people.”** Kyi

*Ya Vanca Brooks, Chair of Diversity*

### *Diversity Committee's Mission*

RCGC 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, RCGC embraces and encourages diversity in all aspects of its activities. RCGC 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.

## National Native American Heritage Month

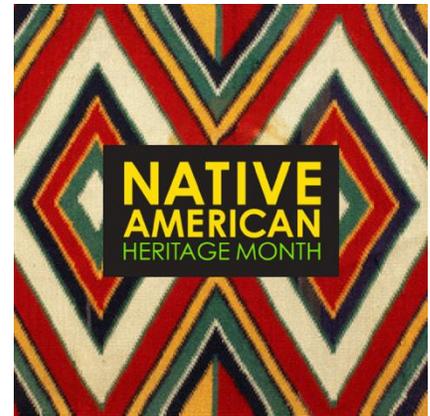
What started at the turn of the century as an effort to gain a day of recognition for the significant contributions the first Americans made to the establishment and growth of the U.S., has resulted in a whole month being designated for that purpose.

One of the very proponents of an American Indian Day was Dr. Arthur C. Parker, a Seneca Indian, who was the director of the Museum of Arts and Science in Rochester, N.Y. He persuaded the Boy Scouts of America to set aside a day for the “First Americans” and for three years they adopted such a day. In 1915, the annual Congress of the American Indian Association meeting in Lawrence, Kans., formally approved a plan concerning American Indian Day. It directed its president, Rev. Sherman Coolidge, an Arapahoe, to call upon the country to observe such a day. Coolidge issued a proclamation on Sept. 28, 1915, which declared the second Saturday of each May as an American Indian Day and contained the first formal appeal for recognition of Indians as citizens.

The year before this proclamation was issued, Red Fox James, a Blackfoot Indian, rode horseback from state to state seeking approval for a day to honor Indians. On December 14, 1915, he presented the endorsements of 24 state governments at the White House. There is no record, however, of such a national day being proclaimed.

The first American Indian Day in a state was declared on the second Saturday in May 1916 by the governor of New York. Several states celebrate the fourth Friday in September. In Illinois, for example, legislators enacted such a day in 1919. Presently, several states have designated Columbus Day as Native American Day, but it continues to be a day we observe without any recognition as a national legal holiday.

In 1990 President George H. W. Bush approved a joint resolution designating November 1990 “National American Indian Heritage Month.” Similar proclamations, under variants on the name (including “Native American Heritage Month” and “National American Indian and Alaska Native Heritage Month”) have been issued each year since 1994.



## 9th Annual Wreaths of Remembrance for our Veterans

Gloucester County has without a doubt one of the most beautiful Veteran's Cemeteries in the country and one we can all be proud of. For 8 years Gloucester County veterans and volunteers have come together to raise funds to purchase and lay wreaths on the grave sites of veterans and family members buried at the Gloucester County Veterans Memorial Cemetery as a gesture of honor and remembrance. We continue the tradition again this year of honoring our veterans at a special ceremony starting 10 AM on December 8th 2018 at the Gloucester County Veteran's Memorial Cemetery in Monroe Township followed by performing individual grave ceremonies and the laying of 2700 wreaths covering all the grave sites at the Cemetery.

To do this however, we need your help. We are seeking donations to purchase the wreaths as well as volunteers to help us lay the wreaths at the grave sites on December 8th after the 10:00 AM dedication. We have made the commitment of laying 2700 wreaths this year, the number of grave sites currently at the cemetery.

People for People of Gloucester County, The Veterans Advisory Committee, Lora & Rich Gess and the Rotary Club of Glassboro are spearheading this effort to raise the funds needed and laying the Wreaths of Remembrance at the Gloucester County Veterans Memorial Cemetery. We invite you to join us in honoring the memory of the 2700 Veterans and family members who are interred at the Cemetery.

1. Wreaths with ribbons can be purchased at \$7.00 each.
2. Families of interred Veterans are invited to a "Private" gathering and Wreath laying at 9:00AM on Dec. 8, 2018
3. Memorial Ceremony will start promptly at 10:00AM
4. Volunteers will gather at 9:45AM and individual grave ceremonies and wreaths laying will follow after Memorial Ceremony.

### PLEASE NOTE:

#### Special Parking Information

Due to the growing popularity of the Wreaths of Remembrance event being held on December 8th, 2018 there will be changes to the parking procedures for this year. All volunteers and family members are required to proceed to Williamstown High School located one mile from the cemetery at [700 Tuckahoe Road, Williamstown New Jersey 08094](#). Once there you will be directed to available parking. There will be multiple buses to take you from the school to the cemetery. Shuttles will begin running at 7:45 AM. Family members are suggested to arrive no later

than 8:30 AM and volunteers no later than 9:15 AM. There will be one shuttle bus from Monroe Township that is Handicap Accessible.

Only vehicles that display a Handicap license plate or window display will be allowed to park on the cemetery grounds. This is necessary due to the limited parking available at that site.

If you are organizing groups, such as, Boys Scouts, etc. please have your group meet at the school and ride the shuttle in a group.

Wreaths can be purchased:

1. Click "[DONATE](#)" to purchase wreaths with a credit card or PayPal
  2. By sending a check made payable to: "People for People" Please write "Wreaths" in the memo line. Mail to: PO Box 256 Mullica Hill, NJ 08062
- All donations must be received by November 25th 2018. All money donated to the "Wreaths of Remembrance" will go directly to the program. This is not a fund raiser for any organization or group.

For more information call People for People at 856-579-7561

To register yourself or your group to volunteer call Janis at 856-579-7561.

Thank you,  
Bernadette and Paul Blackstock



## **RCGC MILE Student featured on *RCGC Today***



Recently, Rowan Choice student **Elijah Kelsey** and his mother **Terri Forrest** talked about Elijah's challenging journey to college and the support he has received along the way on *RCGC Today*, a TV program hosted by Dianne Carbonetta that covers news and events here at Rowan College at Gloucester County.

**[Click here to view the interview](#)**

***RCGC Today*** airs every **Wednesday** and **Thursday** at **11:00 a.m.** and **7:00 p.m.** on **Comcast Channel 97** or **FiOS Channel 34** in Gloucester County. A new episode airs approximately every four weeks. Past episodes of *RCGC Today* are available at **[www.RCGC.edu/Today](http://www.RCGC.edu/Today)**

# Diversity Committee

Presents

## International Soup Day



Diversity committee is currently collecting International soup recipes. Please submit your recipes to Nicole Duncan [nduncan@rcgc.edu](mailto:nduncan@rcgc.edu)

### Soup up your life through an international experience!

 <p><b>ECUADOR</b> <b>La Sopa de Pene</b> Colloquially referred to as "cock soup", the soup is primarily made by boiling a bull's penis. Usually seasoned with white pepper and traditionally topped with soft cheeses.</p>	 <p><b>ICELAND</b> <b>Íslensk Kjötsúpa</b> Meat soup made with lamb and vegetables.</p>	 <p><b>GERMANY</b> <b>Leberknödel</b> Consommé with liver dumpling</p>
 <p><b>ENGLAND</b> <b>Green Turtle Soup</b> Consommé with a sachet of turtle herbs and turtle meat. Garnish of turtle meat and this is flambéed.</p>	 <p><b>INDIA</b> <b>Mulligatawny Soup</b> Curried lentil soup garnished with rice and chicken dices. Served with a wedge of lemon.</p>	 <p><b>GREECE</b> <b>Avgolemono</b> A Greek chicken soup with lemon and egg.</p>
 <p><b>FRANCE</b> <b>Petit Marmite</b> Chicken Stock with a garnish of marrow and croutons.</p>	 <p><b>ITALY</b> <b>Minestrone Paysanne</b> Cut vegetables, black eye beans – Tomatoes, spaghetti, potatoes and carrots.</p>	 <p><b>HUNGARY</b> <b>Paprika soup</b> Consommé spiced with paprika and a garnish of diced beef, and a Brunoise of vegetables including potatoes, garlic and cumin.</p>

# NEW Spring 2019

ENG 215 — Immigrant Voices in American Literature  
Writings by and about immigrants to the U.S.

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**Mondays and Wednesdays 12:15 – 1:35 p.m.**

**Immigration Then and Now: A new English course that begins with the first settlers to arrive in the United States and closes with 21st century newcomers.**

- Examine the American immigrant experience through fiction, poetry, drama and non-fiction
  - Study authors' writings and their influence in American literature
  - Discover as a nation, where we came from and where we are going
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**ENG 215 — counts as a program elective for English majors, as an English elective for all options and is recommended for majors in:**

Psychology

Sociology

Social Work



For more information, email  
**Marcela Stein-Savelski**  
at [msteinsa@rcgc.edu](mailto:msteinsa@rcgc.edu)



## The Diversity Committee Presents

Diversity Committee &  
Student Life

### Activities

9/26/2018: Celebrating  
Hispanic Heritage: Activity in  
the Spot

11/12/2018 Veteran's Day –  
FURever Friends: Activity in  
the Spot

12/5/2018 Personalized  
Holiday Greeting Cards



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 12th, 2019

March 12th, 2019

April 9th, 2019

May 14th, 2019

June 11th, 2019

July 9th, 2019

August 13<sup>th</sup>, 2018

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

## Let's Welcome Back the Diverse Voices Student Club!

### DIVERSE VOICES

The first Diverse Voices' initiative will be on December 5<sup>th</sup>, 2018 entitled "Diverse A Tree." Students will be able to decorate an ornament to celebrate whatever observance they choose. All decorated ornaments will be placed on the holiday tree in the College Center, lower lobby for display. Please spread the word and join us!



### Calendar of Observances – November 2018

- 1) Diwali – 11/7/2018  
(<https://www.wincalendar.com/Diwali>)
- 2) World Science Day for Peace and Development – 11/10/2018  
(<https://www.wincalendar.com/Science-Day-Peace-Development>)
- 3) World Diabetes Day – 11/14/2018  
(<https://www.wincalendar.com/World-Diabetes-Day>)
- 4) International Day for Tolerance – 11/16/2018  
(<https://www.wincalendar.com/International-Day-for-Tolerance>)
- 5) Universal Children's Day – 11/20/2018  
(<https://www.wincalendar.com/Universal-Childrens-Day>)
- 6) Thanksgiving – 11/22/2018  
(<https://www.wincalendar.com/Thanksgiving-day>)
- 7) Giving Tuesday – 11/27/2018  
(<https://www.wincalendar.com/Giving-Tuesday>)

### Diversity and Inclusion Resource Center

- Take The Implicit Bias Test  
<https://implicit.harvard.edu/implicit/takeatest.html>
- Black Minds Matter  
[https://sdsu.co1.qualtrics.com/jfe/form/SV\\_89cJ3OkfC7uuNbD](https://sdsu.co1.qualtrics.com/jfe/form/SV_89cJ3OkfC7uuNbD)

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

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)

Issue 11, November 2018



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 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

 <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**

#### **CIVIC CHANGE CHAMPION ANNOUNCED - FAMILIES UNITED FOR EDUCATION**

With over 400 community members and 44 community-based, non-profit organizations participating, Families United for Education is a leader in the nation when it comes to engaging families toward improving school outcomes. As one of four finalists for Everyday Democracy's distinguished Paul J. Aicher Leadership in Democracy Award, and now announced as a Civic Change Champion, Families United for Education is a national model for diverse communities working to achieve educational equity. They have held dozens of one-on-one and small group meetings with the community and also partner with Everyday Democracy by employing its Dialogue to Change process toward improving educational equity and student outcomes in Albuquerque Public Schools and the community at large.

<https://www.everyday-democracy.org/stories/civic-change-champion-announced-families-united-education>

#### **EVALUATING COMMUNITY ENGAGEMENT**

An Evaluation Guide and Toolkit for Practical Use. This is a mini-guide that offers tips for evaluating community engagement. It is not meant to be fully prescriptive on evaluation but it is a practical, hands-on tool to help you determine if you are ready to evaluate your community engagement work, and if yes, it offers considerations for implementing an evaluation.

<https://www.everyday-democracy.org/resources/evaluating-community-engagement>