

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter





A Note from the Chair

Thank you for reading our newsletter!! 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

ybrooks@rcgc.edu

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.

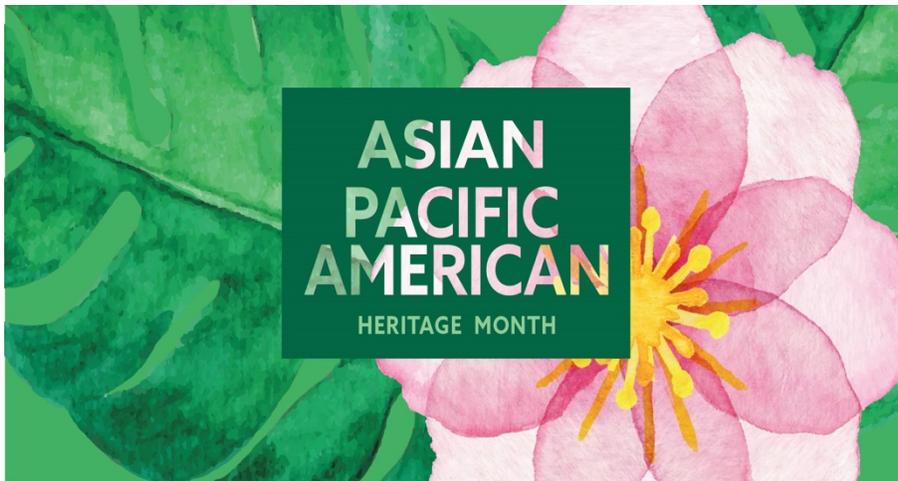
Issue 5, May 2019



May is National Mental Health Awareness Month!

National Mental Health Month raises awareness about mental illness and related issues in the United States. In recent times, attitudes towards mental health issues appear to be changing. Negative attitudes and stigma associated with mental health have reduced and there has been growing acceptance towards mental health issues and support for people with them. Despite this shift in attitude, the idea of a mental health awareness campaign is not a recent one. In the late 1940's, the first National Mental Health Awareness Week was launched in the United States. During the 1960's, this annual, weekly campaign was upgraded to a monthly one with May the designated month. During this month, National Health America, the main organization which sponsors this event, run a number of activities which are often based on a theme. In 2010, the theme was "Live Your Life Well". "Live Your Life Well" encouraged people to take responsibility for the prevention of mental health issues during times of personal challenge and

stress. Many mental health problems can be avoided by taking positive lifestyle choices in how we act and think before they can manifest. To coincide with Mental Health Awareness month, other mental health campaigns & activities also run during this month. National Children's Mental Health Awareness Day is one such campaign. This event is sponsored by the American Psychological Association (APA). Other activities have included "Blogging for Mental Health" and "Help for People Seeking Psychological Services."



May is Asian/Pacific American Heritage Month – a celebration of Asians and Pacific Islanders in the United States. A rather broad term, Asian/Pacific encompasses all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island).

Like most commemorative months, Asian/Pacific American Heritage Month originated with Congress. In 1977 Reps. Frank Horton of New York introduced House Joint Resolution 540 to proclaim the first ten days in May as Pacific/Asian American Heritage Week. In the same year, Senator Daniel Inouye introduced a similar resolution, Senate Joint Resolution 72. Neither of these resolutions passed, so in June 1978, Rep. Horton introduced House Joint Resolution 1007. This resolution proposed that the President should “proclaim a week, which is to include the seventh and tenth of the month, during the first ten days in May of 1979 as ‘Asian/Pacific American Heritage Week.’” This joint resolution was passed by the House and then the Senate and was signed by President Jimmy Carter on October 5, 1978 to become Public Law 95-419. This law amended the original language of the bill and directed the

President to issue a proclamation for the “7 day period beginning on May 4, 1979 as ‘Asian/Pacific American Heritage Week.’” During the next decade, presidents passed annual proclamations for Asian/Pacific American Heritage Week until 1990 when Congress passed Public Law 101-283, which expanded the observance to a month for 1990. Then in 1992, Congress passed Public Law 102-450, which annually designated May as Asian/Pacific American Heritage Month.

The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks were Chinese immigrants.



#246080446

Tips for Recent Graduates

Establish credit, use it wisely and monitor your profile. If you look at the people who are most prone to ID theft, it's not seniors – its college students, it's because they have such a substantial online profile. Unscrupulous persons can create a profile and pretend to be you.

Live within your means. Living below your means is even better.

Save money automatically. You can do it through payroll deduction, automatic withdrawal from your bank account or throwing change in a jar. Building the habit of saving and setting money aside is more important than the amount in those first few years.

Take advantage of employer 401(k) plans. If your employer offers a 401(k) plan or equivalent, contribute as much as you can – ideally at least enough to get the maximum employer match. By not taking advantage of it, you're essentially leaving free money on the table and giving yourself a pay cut.

Pay your bills on time. Not only is it a good habit, it will help you build credit and avoid exorbitant late fees.

Choose your friends wisely. Don't hang out with, or even consider dating, people who encourage you to spend your money foolishly. Those kinds of attitudes rub off.

Weight the costs vs. benefits before going to graduate school. In some fields, such as education, a master's degree is a necessity. In others, having a master's degree grants few career benefits beyond what you learn. You don't want to accrue additional debt to get a degree that won't increase your salary. After you've been in the workplace several

years, you may decide to change direction or your employer may pay your way.

Don't expect to get a job by only filling out online applications. You are more likely to find a job through your college professors, parents, friends of parents and parents of friends, pastors, former babysitting clients and anyone else you know.

Clean up your social media profile. It's the first thing prospective employers will look at. If you don't already have a LinkedIn profile, create one to highlight skills you've gained through your education, your volunteer work or any jobs you've had so far.

Stay in touch with your college friends and professors. Networking is one of the most important career skills you'll ever learn, and social media has just made it easier.

Learn to cook and clean. Not only will cooking save you money, but you'll also be healthier. If you don't already know how to clean and do laundry, pick up those skills, too.

Splurge on experiences, not things. This is not the time to buy a new car or a designer wardrobe. Take every opportunity to travel and try new experiences.



EOF Celebrations Week!

Smart Cookies

DAY 1: ENJOY COOKIES AND MILK

First Come First Serve!

Celebrate the end of finals with a quick snack



EOF Celebrations Week!



**Donut worry...
Be Happy!**

**Day 2: Don't Stress and Enjoy a delicious
donut.**

First Come First Serve!



★ EOF Celebrations week!

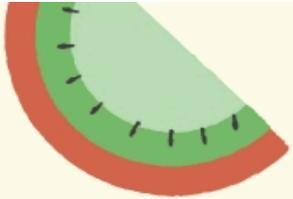


Congrats!

**EOF
GRADUATES!!!**

Day 3: Enjoy a slice of cake to celebrate all
your achievements!

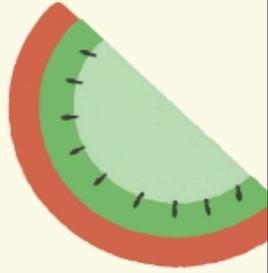
First come First Serve!



EOF Celebrations Week!!!



**SUMMER
SUMMER
SUMMER TIME!**



**DAY 4: ENJOY A SUMMER
INSPIRED SNACK**



First come First Serve!

**Come and enjoy a snack to mark the end of the
semester and the beginning of SUMMER!!!**

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 — counts as a program elective for English majors and is recommended for the following majors:

Psychology

Sociology

Social Work

For more information, contact Marcela Savelski:

msavelsk@rcgc.edu

English course offered in Summer 2019: ENG 215 – Immigrant Voices in American Literature

Writings by and about immigrants to the U.S.

Monday through Thursday, 9:30 to 11:30 am, June 24 to July 25, 2019

Immigration Then and Now: this English course begins with the first settlers to arrive in the United States and closes with 21st century newcomers. In this class you will

- examine the American immigrant experience through fiction, poetry, drama and non-fiction
- study authors' writings and their influence in American literature
- discover where we come from and how we came to be the Nation that we are today

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Psychology

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Social Work

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msavelsk@rcgc.edu



The Diversity Committee Presents

Diversity Committee &
Student Life

Activities

Stay Tuned for the
Fall Lineup of Activities

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 – May 2019

- 1) Holocaust Remembrance Day – 5/2/2019
(<https://www.wincalendar.com/Holocaust-Remembrance-Day>)
- 2) National Day of Prayer – 5/2/2019
(<https://www.wincalendar.com/National-Day-of-Prayer>)
- 3) Cinco De Mayo – 5/5/2019
(<https://www.wincalendar.com/Cinco-De-Mayo>)
- 4) Ramadan Starts – 5/6/2019
(<https://www.wincalendar.com/Ramadan>)
- 5) Mother's Day – 5/12/2019
(<https://www.wincalendar.com/Mothers-Day>)
- 6) International Day of Biological Diversity – 5/22/2019
(<https://www.wincalendar.com/International-Day-Biological-Diversity>)
- 7) Memorial Day – 5/27/2019
(<https://www.wincalendar.com/Memorial-Day>)

Diversity and Inclusion Resource Center

- <https://www.insidehighered.com/news/2018/04/13/growing-number-community-colleges-focus-diversity-and-inclusion>
- <http://www.css.edu/the-sentinel-blog/what-does-diversity-in-college-actually-mean.html>

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The Diversity Committee and Four Freedoms Week Activities are featured on RCGC Today!

RCGC Today March 2019 Diversity:
https://www.youtube.com/watch?v=8F9e_7DTmh4



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 5, May 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

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

FIRST 2019 CIVIC CHANGE CHAMPION ANNOUNCED

Using dialogue to lift voices in the University's surrounding communities, Mayme Webb Bledsoe has worked tirelessly for over two decades to amplify the voices of residents, empowering them to become decision makers in the Duke-Durham community.

https://www.everyday-democracy.org/stories/first-2019-civic-change-champion-announced?utm_source=Everyday-Democracy.org+Subscribers&utm_campaign=3383149652-apr_newsletter_2019&utm_medium=email&utm_term=0_949dabd79d-3383149652-133632393&mc_cid=3383149652&mc_eid=fc94a5ce66

FOUR COMMUNITIES ACROSS THE COUNTRY THAT HAVE EMBEDDED DIALOGUE TO CHANGE

For more than 25 years, Everyday Democracy has worked with communities across the country to foster a healthy and vibrant democracy – one that is characterized by strong relationships across divides, racial equity, and widespread leadership and voice. Here are snapshots of just four of the hundreds of communities that have been positively transformed through their Dialogue to Change efforts.

https://www.everyday-democracy.org/stories/four-communities-across-country-have-embedded-dialogue-change?utm_source=Everyday-Democracy.org+Subscribers&utm_campaign=3383149652-apr_newsletter_2019&utm_medium=email&utm_term=0_949dabd79d-3383149652-133632393&mc_cid=3383149652&mc_eid=fc94a5ce66