

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter

and we must understand that all the threads
of the tapestry are equal in value
no matter what their color.



- Maya Angelou

COMMUNITY
UNDERSTANDING
STRATEGIC
SYNERGY
CULTURE
EQUITY OPPORTUNITY
PERSPECTIVES
VALUE
ADVOCACY
INNOVATION
BUSINESS IMPERATIVE
VALUE
BETTER SOLUTIONS
BUSINESS IMPERATIVE
COMMON GOOD
ENGAGE
AWARENESS
RESPECT

INCLUSION
EMPOWER
COMMUNITY
COMMON GOOD
INNOVATION
UNDERSTANDING
BUSINESS IMPERATIVE
IMPACT
STRATEGIC
INTERCONNECTED
BETTER SOLUTIONS
SYNERGY
VALUE
EQUITY OPPORTUNITY
PERSPECTIVES
SYNERGY
CULTURE
LEVERAGE
CREATIVITY
COLLABORATION

INCLUSION
COMMON GOOD
COMMUNITY
SYNERGY
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UNDERSTANDING
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INTERCONNECTED
DIVERSITY
RESPECT
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CULTURE
LEVERAGE
CREATIVITY
COLLABORATION



A Note from the Chair

Happy New Year 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.

If Not Us, Who? If Not Now, When? Everyday acts of love and Courage point to remarkable promise that every human life is of substantial value.

Best regards,

Ya Vanca Brooks, Chair of Diversity

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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.

August is National Immunization Awareness Month

National Immunization Awareness Month (NIAM) is an annual observance held in August to highlight the importance of vaccination for people of all ages. NIAM was established to encourage people of all ages to make sure they are up to date on the vaccines recommended for them. Communities have continued to use the month each year to raise awareness about the important role vaccines play in preventing serious, sometimes deadly, diseases.

August 5-11

Pregnant Women: Protect yourself and pass protection on to your baby

August 12-18

Babies and Young Children: A healthy start begins with on-time vaccinations

August 19-25

Preteens & Teens: Ensure a healthy future with vaccines

August 26-31

Adults: Vaccines are not just for kids





The Diversity Committee Presents

Diversity Committee &
Student Life

Activities

Stay tuned for more
Diversity Committee
and Student Life
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 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.

Every second Tuesday of the
month starting February 13th,
2018 to August 14th, 2018 at
12:00 pm to 1:00 pm in the IC,
room 430.

Stay tuned for upcoming
topic announcements!

Ted Talk Tuesdays Dates:

March 13th, 2018

April 10th, 2018

May 8th, 2018

June 12th, 2018

July 10th, 2018

August 14th, 2018

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

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>

Different Types of Discrimination

- **Direct discrimination** – when a service or organization treats an individual with a protected characteristic in a worse manner than they would treat an individual to whom that difference would not apply.
- **Indirect discrimination** – when a service or organization is designed or monitored in a way that delivers an inferior service to some people more than others.
- **Discrimination arising from a person having a protected characteristic** – e.g. access to a building for a wheelchair user, lack of a hearing loop, easy read versions not available, literature not available in other languages, clinics for pregnant mums at school pick up time, etc.
- **Discrimination by association** – when a person receives worse treatment because of a family member or someone they know or support.
- **Discrimination by perception** – when a service organization treats someone unfairly because they 'think' they are from a protected characteristic group, or are acting on hearsay without checking the facts.
- **Victimisation** – when a service or organization treats someone unfairly because they have complained, spoken up about an issue.
- **Harassment** – picking on someone or upsetting them on purpose. Targeting the individual for specific unfair treatment is considered harassment.
- **Reasonable adjustment** – changes that individuals and organizations must make to give a person who is at a disadvantage the same chance of success/access as anyone else using the service. The same outcome for all is the purpose of this process.
- **Reasonable** – something that is fair to the person and that an organization or service is able to do.