

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter





A Note from the Chair

February is Black History Month! RCSJ’s Diversity Committee remains strong and steadfast to the mission of creating and maintaining a diverse and inclusive educational milieu for all stakeholders: students, employees and the community. As the institution forges ahead, the Diversity Committee will continue to advocate for campus wide solidarity and mutual respect for each other. Over the past academic year, the Diversity Committee has begun new and exciting partnerships with Mothers Matters, the Gloucester County Cultural & Heritage Commission, SERVE and the Volunteer Center of South Jersey. RCSJ’s Diversity Committee is determined to uphold the virtues of equality, diversity and inclusion.

Sadly, the New Year is upon us and our nation continues to witness and almost on a daily basis hear about heinous acts of violence against U.S. citizens of various colors, cultures, religions, and political groups. The violence has not only affected Americans, but other nationalities as well. Do we really understand Gandhi’s message about “be the change you wish to see in the world” or Dr. King’s messages about equality being a necessity for every human being. Dr. King once said, “Our lives begin to end the day we become silent about things that matter.” Instead of giving in to the powerlessness we may feel about our own inability to stop racism, violence and opposing political views, everyone must examine their own role in perpetuating (inadvertently and advertently) racist thinking, implicit biases and discriminatory practices. In spite of the horrific events taking place across our nation, we must persevere in our pursuit of equality for all.

Please continue to support the Diversity Committee by reading our “**CONNECTIONS**” newsletter. Also follow us on Instagram @RCSJDiversity. The goal is to increase mutual understanding and acceptance amongst various religious, ethnic, cultural and genders groups on both campuses

“Hold fast to your dreams, for without them life is a broken-winged bird that cannot fly.”~ Langston Hughes

Ya Vanca Brooks, Chair of Diversity

ybrooks@rcsj.edu

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.

February is Black History Month! The Theme for 2020 is “African Americans and the Vote.”

The year 2020 marks the centennial of the Nineteenth Amendment and the culmination of the women’s suffrage movement. The year 2020 also marks the sesquicentennial of the Fifteenth Amendment (1870) and the right of black men to the ballot after the Civil War. The theme speaks, therefore, to the ongoing struggle on the part of both black men and black women for the right to vote. This theme has a rich and long history, which begins at the turn of the nineteenth century, i.e., in the era of the Early Republic, with the states’ passage of laws that democratized the vote for white men while disfranchising free black men. Thus, even before the Civil War, black men petitioned their legislatures and the US Congress, seeking to be recognized as voters. Tensions between abolitionists and women’s suffragists first surfaced in the aftermath of the Civil War, while black disfranchisement laws in the late nineteenth and early twentieth centuries undermined the guarantees in the Fourteenth and Fifteenth Amendments for the great majority of southern blacks until the Voting Rights Act of 1965. The important contribution of black suffragists occurred not only within the larger women’s movement, but within the larger black voting rights movement. Through voting-rights campaigns and legal suits from the turn of the twentieth century to the mid-1960s, African Americans made their voices heard as to the importance of the vote. Indeed, the fight for black voting rights continues in the courts today. The theme of the vote should also include the rise of black elected and appointed officials at the local and national levels, campaigns for equal rights legislation, as well as the role of blacks in traditional and alternative political parties.



Celebrate with these Black History Month Events in Philadelphia!

Witness to History: Selma Photography of Stephen Somerstein at Brandywine River Museum of Art

February 1 – June 14

<https://www.brandywine.org/museum/exhibitions/witness-history-selma-photography-stephen-somerstein>

The Black Generational Wealth Series

February 4 – 25

<https://www.phila.gov/departments/mayors-office-of-black-male-engagement/>

Mykal Kilgore at World Café Live

February 7

<https://www.worldcafelive.com/e/mykal-kilgore-with-lee-mo-89584960027/>

Black Bottom Clinic at the Peoples Emergency Clinic

February 8 from 1 – 4 pm

<https://www.facebook.com/events/2502183813343659/>

The 85 South Show Live at The Liacouras Center

February 9 from 8 – 11 pm

[http://www.liacourascenter.com/events/The 85 South Show Live](http://www.liacourascenter.com/events/The_85_South_Show_Live)

History after Hours: Black History Untold at the Museum of the American Revolution

February 11 from 5 – 8 pm

<https://www.amrevmuseum.org/events/history-after-hours-black-history-untold>

ybrooks@rcsj.edu

Collecting African American Art at the Pennsylvania Academy of Fine Arts

February 12 from 12 – 1 pm

<https://www.pafa.org/events/collecting-african-american-art-021220>

The Philly POPS Present Aretha: Respect at the Kimmel Center

February 14 – 16

<https://www.kimmelcenter.org/events-and-tickets/201920/philly-pops/aretha-respect/>

CultureFest! African & Diasporic Cultures Celebration at the Penn Museum

February 15 from 10 am – 5 pm

<https://www.penn.museum/calendar/35/african-and-diasporic-cultures-celebration>

Black History Month Performances at Annenberg Center for the Performing Arts

February 16 & 20

<https://annenbergcenter.org/events/>

Celebrating Black History Month: Frederick Douglass at
The Library Company of Philadelphia

February 19 from 2:30 – 3:30 pm

https://librarycompany.org/event/collection-review-celebrating-black-history-month-frederick-douglass/?instance_id=220

Voices of Hope: A Black History Month Celebration at the
Please Touch Museum

February 20 at 6 pm

<https://manncenter.org/voicesofhope>

Yolanda Wisher's Rent Party at The Rosenbach: Black
Beats Edition

February 20 at 7 pm

<https://rosenbach.org/events/yolanda-wishers-rent-party-at-the-rosenbach-black-beats-edition/>

At the Blockson Collection: A Conversation and Book
Signing with Haki Madhubuti

February 21 from 2 – 4 pm

<https://www.eventbrite.com/e/at-the-blockson-collection-a-conversation-and-book-signing-with-haki-madhu-tickets-85289159171>

Awakened in You: The Collection of Dr. Constance E.
Clayton at the Pennsylvania Academy of the Fine Arts

February 21 – July 12

<https://www.pafa.org/museum/exhibitions/awakened-in-you>

True Justice: Film Showing and Discussion at Eastern PA
Conference of the United Methodist Church

ybrooks@rcsj.edu

February 22 from 9 am –
3 pm

<https://www.facebook.com/events/523612441587795/>

Ladies Night Out:
Comedy Tour at The Met
Philadelphia

February 22 at 8 pm

<https://themetphilly.com/event/ladies-night-out-comedy-tour/>

Jazz in the Planetarium at
the Franklin Institute

February 25 from 6:30 –
8 pm

<https://www.fi.edu/event/2020-02-25/jazz-planetarium>

HONORING THE PAST INSPIRING THE FUTURE



A Walk through African American History

February 10 College Center

Evolution of Black Music History in America

11 AM - 1 PM: Actual Proof Performance

12 PM - 2 PM: Stamp and Record Collection

1 PM - 2 PM: Green Book Presentation

February 11 Performing Arts Center

A Journey to Freedom

11 AM: Dr. Century as Harriet Tubman

February 12 College Center

The Harlem Explosion

11 AM - 12 PM: Harlem Renaissance - Dr. M. Johnson

12 PM - 1 PM: Poetry Slam

1:30 - 2 PM Music Society

February 13 College Center

Artistic Expressions

11 AM - 12 PM: TED Talk

12 PM - 2 PM: Tribal Arts

Rowan College
of South Jersey
Diversity Committee

HONORING THE PAST INSPIRING THE FUTURE

Dr. Daisy Century as
Harriet Tubman



abolitionist - suffragist - political activist

Tuesday February 11 at 11 AM

Performing Arts Center

This program is made possible in part by funding from The Gloucester County Cultural and Heritage Commission at Rowan College of South Jersey, a partner of the New Jersey Historical Commission, a division of the Department of the State.



NEW JERSEY
Historical
COMMISSION

RCSJ
Diversity Committee

The RCSJ Diversity Committee presents

TED^x Talk Thursdays

x = independently organized TED event

Increase your knowledge.
Join the conversation.

TED Talks are a wonderful source of encouragement, inspiration and humor. Let's bring RCSJ's diverse voices together and spark a conversation. Brief panel discussion following each of the TED Talks.*

Thursday, February 13

11 am – 12 pm • College Center, Lower Lobby

Judith Jamison

“Revelations From a Lifetime of Dance”



“Dance can elevate our human experience beyond words,” says Judith Jamison, artistic director emerita of the Alvin Ailey American Dance Theater. In between performances of excerpts from Alvin Ailey’s classic works “Revelations” and “Cry,” Jamison reflects on the enduring power of dance to transform history into art that thrills audiences around the world. (Performances by Solomon Dumas, Samantha Figgins and Constance Stamatiou)



*Second Thursday
of the Month Presentation

For more information:

Ya Vanca Brooks
ybrooks@rcsj.edu
856-468-5000, ext. 6737

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The Diversity Committee Presents

Diversity Committee Initiatives

February is Black History Month

“A Walk through African American History” events starting February 10th, 2020 to February 13th, 2020.

March is Women’s History Month

Celebrating Women through Self-care and Dignity events starting on March 9th, 2020 to March 12th, 2020.

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:

February 13th, 2020

March 10th, 2020

April 14th, 2020

May 12th, 2020

June 9th, 2020

July 14th, 2020

Stay tuned for the spring 2020 line-up of Ted Talks, Lecture Series & other Activities sponsored by the Diversity Committee

International Mother Language Day

Languages, with their complex implications for identity, communication, social integration, education and development, are of strategic importance for people and planet. Yet, due to globalization processes, they are increasingly under threat, or disappearing altogether. When languages fade, so does the world's rich tapestry of cultural diversity. Opportunities, traditions, memory, unique modes of thinking and expression, valuable resources for ensuring a better future, are also lost. At least 43% of the estimated 6000 languages spoken in the world are endangered. Only a few hundred languages have genuinely been given a place in education systems and the public domain, and less than a hundred are used in the digital world. International Mother Language Day has been observed every year since February 2000 to promote linguistic and cultural diversity and multilingualism. Languages are the most powerful instruments of preserving and developing our tangible and intangible heritage. All moves to promote the dissemination of mother tongues will serve not only to encourage linguistic diversity and multilingual education but also to develop fuller awareness of linguistic and cultural traditions throughout the world and to inspire solidarity based on understanding, tolerance and dialogue. Every two weeks a language disappears taking with it an entire cultural and intellectual heritage. Linguistic diversity is increasingly threatened as more and more languages disappear. Globally 40 per cent of the population does not have access to an education in a language they speak or understand. Nevertheless, progress is being made in mother tongue-based multilingual education with growing understanding of its importance, particularly in early schooling, and more commitment to its development in public life. Multilingual and multicultural societies exist through their languages which transmit and preserve traditional knowledge and cultures in a sustainable way.

Calendar of Observances – February 2020

- 1) World Cancer Day – 2/4/2020
(<https://www.wincalendar.com/World-Cancer-Day>)
- 2) International Day of Zero Tolerance to Female Genital Mutilation – 2/6/2020
(<https://www.wincalendar.com/Day-of-Zero-Tolerance-Female-Genital-Mutilation>)
- 3) International Day of Women and Girls in Science – 2/11/2020
(<https://www.wincalendar.com/Day-of-Women-and-Girls-in-Science>)
- 4) World Day of Social Justice – 2/20/2020
(<https://www.wincalendar.com/World-Day-of-Social-Justice>)
- 5) International Mother Language Day – 2/21/2020
(<https://www.wincalendar.com/International-Mother-Language-Day>)

Diversity and Inclusion Resource Center

- Berkeley Law School Drops Boalt Name Over Racist Legacy
<https://www.nytimes.com/2020/01/30/us/berkeley-boalt-hall-name-change.html>
- Rutgers to Name Its First Black President, School Official Says
<https://www.nytimes.com/2020/01/19/nyr>

ybrooks@rcsj.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 2nd Monday of every month. Please make all submissions by the 1st Monday of the month to ybrooks@rcgc.edu

Issue 2, February 2020

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

THIS BLACK HISTORY MONTH, LET'S FOCUS ON THE PRESENT

When I was coming along, the second week in February was called “Negro History Week” — a time set aside to recognize and celebrate past achievements by blacks in America. The week coincided with the birthdays of Frederick Douglass and Abraham Lincoln, but that was no mere coincidence. Black American historian Carter G. Woodson, founder of Negro History Week, planned it that way.

https://www.washingtonpost.com/opinions/this-black-history-month-lets-focus-on-the-present/2020/01/31/513c617c-43a6-11ea-b5fc-eefa848cde99_story.html

FEBRUARY 1 ISN'T JUST THE START OF BLACK HISTORY MONTH. IT'S NATIONAL FREEDOM DAY, CREATED BY A FORMER SLAVE COMMEMORATING ABOLITION

The first day of February is commonly seen as the beginning of Black History Month, but the day's significance actually goes much deeper.

<https://www.cnn.com/2020/02/01/us/national-freedom-day-richard-wright-trnd/index.html>