

# CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter

## VOORSPOEDIGE NUWE JAAR

Kul 'am wa antum bikhair SHUVO NOBOBORSHO Sun nien fai lok

XIN NIAN YU KUI

STASTNY NOVY ROK

Godt Nytt År

Gelukkig nieuwjaar **HAPPY NEW YEAR** Onnellista uutta vuotta

Bonne année

Ein glückliches neues Jahr

Eutychemenos o kainourgios chronos

HAUOLI MAKAHIKI HOU

Shana Tova

Boldog új évet

Selamat Tahun Baru

Bhliain nua sásta Felice Anno Nuovo Akemashite Omedetou Gozaimasu

Sehe Bokmanee Bateuseyo

FELIX SIT ANNUS NOVUS

Barka da sabuwar shekara Godt Nytt År Manigong Bagong Taon

Szczesliwego Nowego Roku **La Multi Ani Si Un An Nou Fericit**

La manuia le Tausaga Fou

Bliadhna Mhath Ùr

Feliz año nuevo

**NERI ZA MWAKA MPYA**

Gott Nytt År

**SAWATDEE PI MAI**

Chuc mung nam moi

Blwyddyn Newydd Dda



*A Note from the Chair*

Happy New Year Rowan College of South Jersey! 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

**"Changes are inevitable and not always controllable. What can be controlled is how you manage, react to and work through the change process." ~ Kelly A. Morgan**

*Ya Vanca Brooks, Chair of Diversity*

[ybrooks@rcsj.edu](mailto: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.

## Welcome the New Year Around the World

- In ancient Thailand, guns were fired to frighten off demons.
  - In China, firecrackers routed the forces of darkness.
  - In the early American colonies, the sound of pistol shots rang through the air.
  - Today, Italians let their church bells peal, the Swiss beat drums, and North Americans sound sirens and party horns to bid the old year farewell.
  - The tradition of eating 12 grapes at midnight comes from Spain. Revelers stuff their mouths with 12 grapes in the final moments of the year—one grape for every chime of the clock!
  - In the southern US, black-eyed peas and pork foretell good fortune.
  - In Scotland—where [Hogmanay](#) is celebrated—people parade down the streets swinging balls of fire.
  - Eating any ring-shaped treat (such as a [doughnut](#)) symbolizes “coming full circle” and leads to good fortune. In Dutch homes, fritters called *olie bollen* are served.
  - The Irish enjoy pastries called bannocks.
  - In India and Pakistan, rice promises prosperity.
  - Apples dipped in honey are a [Rosh Hashanah](#) (Jewish New Year) tradition.
  - In Swiss homes, dollops of whipped cream, symbolizing the richness of the year to come, are dropped on the floors—and allowed to remain there!
  - [Wassail](#), a punch-like drink named after the Gaelic term for “good health,” is served in some parts of England.
  - Spiced “hot pint” is the Scottish version of Wassail. Traditionally, the Scots drank to each other’s prosperity and also offered this warm drink to neighbors along with a small gift.
  - In Holland, toasts are made with hot, spiced wine.
  - Gifts of gilded nuts or coins marked the start of the New Year in Rome.
  - Eggs, the symbol of fertility, were exchanged by the Persians.
  - Early Egyptians traded earthenware flasks.
  - In Scotland, coal, shortbread and silverware were traditionally exchanged for good luck.
  - In Scotland, the custom of first-footing is an important part of the celebration of Hogmanay, or New Year’s Eve day. After midnight, family and friends visit each other’s home. The “first foot” to cross a threshold after midnight will predict the next year’s fortune. Although the tradition varies, those deemed especially fortunate as “first footers” are new brides, new mothers, those who are tall and dark (and handsome?) or anyone born on January 1.
- 
- Jews who observe Rosh Hashanah make time for personal introspection and prayer, as well as visiting graves.
  - Christian churches hold “watch-night” services, a custom that began in 1770 at Old St. Georges Methodist Church in Philadelphia.
  - The practice of making New Year’s resolutions, said to have begun with the Babylonians as early as 2600 B.C., is another way to reflect on the past and plan ahead.
  - *On New Year’s Eve, kiss the person you hope to keep kissing.*
  - *If New Year’s Eve night wind blow south, it betokeneth warmth and growth.*
  - *For abundance in the New Year, fill your pockets and cupboards today.*
  - *If the old year goes out like a lion, the New Year will come in like a lamb.*
  - *Begin the New Year square with every man. [i.e., pay your debts!]*

In December 2016, President Obama **proclaimed** January as **National Slavery and Human Trafficking Prevention Month**, culminating with National Freedom Day on February 1. In his proclamation, President Obama wrote, "Today, in too many places around the world, including right here in the United States, the injustice of modern slavery and human trafficking still tears at our social fabric. During National Slavery and Human Trafficking Prevention Month, we resolve to shine a light on every dark corner where human trafficking still threatens the basic rights and freedoms of others." Human trafficking is a complex issue that is often misunderstood. Human Trafficking is the exploitation of a person through force, fraud, or coercion and its victims can be of any age, race, gender, or nationality. It happens in every corner of our world, including in your own backyard. Here's what you can do to educate yourself about human trafficking and to take action to eradicate it:

- Report a tip or request services by calling the [National Human Trafficking Resource Center](#) at: 1-888-373-7888 or by texting HELP or INFO to BeFree (233733).
- Learn more about human trafficking and forced labor in these [Free e-Learning Courses](#) from Verité.
- Hear the voices of trafficking survivors in the Office for Victims of Crime "[Faces of Human Trafficking](#)" Video Series.
- Download the [Sweat & Toil app](#), visualizing child labor, forced labor, and human trafficking around the world.
- Visit the [Responsible Sourcing Tool website](#), a free tool to uncover and prevent human trafficking in supply chains.
- Participate in the [Partnership for Freedom competition](#), a public-private partnership announced by President Obama, which challenges local communities to shift practices, policies, and perceptions so that all survivors of human trafficking receive the respect, support, and opportunities they deserve.
- Read the Department of State's [Trafficking in Persons Report](#).
- Join the [Blue Campaign](#), an initiative by the Department of Homeland Security that educates and trains the public to increase detection and investigation of human trafficking, and to protect victims and bring suspected traffickers to justice.

# NATIONAL SLAVERY & HUMAN Trafficking PREVENTION M O N T H

- Educate yourself about the risks of forced labor in the apparel, food, and technology sectors by reading the [KnowTheChain](#) benchmarks
- Support the work of [ATEST](#), and keep up-to-date with efforts to propose and pass [legislation that brings traffickers to justice and assists trafficking survivors](#).
- Distribute posters, wallet cards, and stickers [available for free](#) in several languages from The Office of the Administration for Children & Families.
- Engage in social media by using **#endtrafficking**

**The RCSJ Diversity Committee**  
in association with the  
**Esther Raab Holocaust Museum & Goodwin Education Center**

presents



**Voices  
of Hope:  
Surviving the  
Holocaust**

A guest speaker will  
be discussing their time in  
a concentration camp and how  
they survived the Holocaust.

**January 28, 2020**  
**12 – 2pm**

Business & Corporate Center, room 500

**At the Esther Raab Holocaust Museum and Goodwin Education Center, they are dedicated to teaching about the Holocaust, preserving the experiences of those who survived and honoring the memory of those who perished. Teaching the lessons of the Holocaust is an important and effective means to reduce prejudice and affect attitudes to lessen hatred, bigotry and violence against all groups.**



Jewish Community Relations Council  
1301 Springdale Road, Suite 200  
Cherry Hill, NJ 08003-2761  
856-751-9500 x1191 | [jcrsnj@jfedsnj.org](mailto:jcrsnj@jfedsnj.org)



Gloucester Campus  
1400 Tanyard Road, Sewell, NJ 08080  
**RCSJ.edu**

# HONORING THE PAST INSPIRING THE FUTURE

## A Walk through African American History

February 10

### Evolution of Black Music History in America

11 AM - 1 PM: Musical Selections from Actual Proof

12 PM - 2 PM: Historical Stamp and Record Collection

1 PM - 2 PM: Green Book Presentation

February 11

### A Journey to Freedom

11 AM: Dr. Century as Harriet Tubman

February 12

### The Harlem Explosion

11 AM - 2 PM: An Artistic & Historical walk Through the Renaissance of African American Culture

12 PM - 1 PM: Poetry Slam

February 13

### Artistic Expressions

11 AM - 12 PM: TED Talk

12 PM - 2 PM: Tribal Arts

Rowan College  
of South Jersey  
Diversity Committee

# The ABC's

# of Car Maintenance

Presented by **Jeff Silvestri**, Coordinator, Ford Asset Program



## March 9 and March 10

6–8 p.m.

Gloucester County Institute of Technology, Room 410

1360 Tanyard Road, Sewell, NJ 08080

Call 856-415-2138 or email [dzimecki@rcsj.edu](mailto:dzimecki@rcsj.edu) to register.

**Space is limited.**

### Topics include:

- ✦ What to look for in a service station
- ✦ Understanding basic car maintenance
- ✦ Importance of reading the owner's manual
- ✦ Checking and changing motor oil, fluids and filters
- ✦ How to add air to tires

**and more**



1400 Tanyard Road  
Sewell, NJ 08080  
856-468-5000  
[RCSJ.edu](http://RCSJ.edu)



American Association for  
Women in Community Colleges



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

Issue 1, January 2020



October 2019

Dear Employee:

This letter is to inform you that in the next few weeks you will receive an email from this office announcing the launch of the mandatory training for the 2019-2020 academic year. The courses that will be available for you include:

**Harassment and Discrimination Prevention - Harassment and Title IX and the Clery Act (Mandatory)**

This course includes:

- Title IX Reporting Requirements
- Hostile Work Environment
- Harassment Training Scenarios
- Macroaggressions and Bias

**Family Educational Rights and Privacy Act (FERPA) Basics (Highly Recommended)** - This course provides an overview of FERPA. This federal law governs the access to educational information and records and explains your responsibility to protect the privacy of educational records.

Please be on the lookout for an email from me with the detailed information that you will need to complete the training. If you have any questions or concerns you, may contact me at [ajones@rcgc.edu](mailto:ajones@rcgc.edu) or call 856-415-2154.

Thank you for your cooperation with this critical issue.

Sincerely,

Almarie J. Jones  
Special Assistant to the President  
Diversity and Equity/Title IX and Compliance  
Rowan College South Jersey



## The Diversity Committee Presents

### Diversity Committee

#### Initiatives

Tuesday, January 28<sup>th</sup>, 2020:  
**“Voices of Hope- Surviving the  
Holocaust Event”**

#### **February is Black History Month**

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

#### **March is Women’s History Month**

Celebrating Women through  
Self-care and Dignity events  
starting on March 9<sup>th</sup>, 2020 to  
March 12<sup>th</sup>, 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 13<sup>th</sup>, 2020

March 10<sup>th</sup>, 2020

April 14<sup>th</sup>, 2020

May 12<sup>th</sup>, 2020

June 9<sup>th</sup>, 2020

July 14<sup>th</sup>, 2020

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



### Calendar of Observances – January 2020

- 1) Happy New Year!
- 2) Human Trafficking Awareness Day – 1/11/2020  
(<https://www.wincalendar.com/Human-Trafficking-Awareness>)
- 3) Religious Freedom Day – 1/16/2020  
(<https://www.wincalendar.com/Religious-Freedom-Day>)
- 4) Martin Luther King Day – 1/20/2020  
(<https://www.wincalendar.com/Martin-Luther-King>)
- 5) International Day of Education – 1/24/2020  
(<https://www.wincalendar.com/Day-of-Education>)
- 6) International Day of Commemoration in Memory of the Victims of the Holocaust – 1/27/2020  
(<https://www.wincalendar.com/Commemoration-Victims-Holocaust-Day>)

National Mentoring Month is an annual designation observed in January. This month focus on how we can all work together to increase the number of mentors to make sure young people in our communities have dependable people to look up to and follow in their footsteps. NMM celebrates mentoring and the positive effect it can have on young lives. Its goals are to:

- Raise awareness of mentoring in its various forms.
- Recruit individuals to mentor, especially in programs that have waiting lists of young people.
- Promote the rapid growth of mentoring by recruiting organizations to engage their constituents in mentoring.

Look into a mentor program to see how it can benefit you and how you can benefit it. Use #NationalMentoringMonth to post on social media.

### Diversity and Inclusion Resource Center

- **3 Things to Do at the Start of Spring Semester**  
<https://www.fastweb.com/student-life/articles/three-things-to-do-before-the-start-of-spring-semester>
- **Tips for a Successful Spring Term**  
[https://www.ivywise.com/ivywise-knowledgebase/newsletter/article/starting-](https://www.ivywise.com/ivywise-knowledgebase/newsletter/article/starting-second-semester-effectively-for-a-successful)

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)

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

Issue 1, January 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

 <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**

## **HOW UNIVERSITIES ARE SUCCESSFULLY FOSTERING A CULTURE OF DIVERSITY AND INCLUSION**

There is a lot of pressure on universities today to be more diverse and inclusive – not just in terms of race but also gender, sexual orientation, age, ethnicity, social class, national origin, and more.

<https://www.studyinternational.com/news/how-universities-are-successfully-fostering-a-culture-of-diversity-and-inclusion/>

## **DIVERSITY AND INCLUSION ARE FUNDAMENTAL TO THE MISSION OF HIGHER EDUCATION**

It is critical that universities continue to be afforded the appropriate discretion to make thoughtful judgments on who to admit and how best to conduct higher education.

<https://www.aau.edu/newsroom/mary-sues-desk/diversity-and-inclusion-are-fundamental-mission-higher-education>