

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter





A Note from the Chair

It is official college community; we are now Rowan College of South Jersey! Although we have merged with Cumberland County College, our mission and integrity has not changed. As the new institution progresses in this transition, the Diversity Committee will continue to 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. The goal is to increase mutual understanding and respect among the various religious, ethnic and cultural groups across both campuses. RCSJ's Diversity Committee also strives to build upon the diversity of our community to establish a more inclusive educational environment. RCSJ's Diversity Committee is determined to uphold the virtues of equality, diversity and inclusion.

Unfortunately, heinous acts of violence continues against U.S. citizens of various colors, cultures, religions, and political groups. 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, implicit biases and discriminatory policies. We cannot truthfully develop equal opportunities for all until our institutions take specific actions to eradicate implicit biases and discriminatory policies. In spite of the horrific events taking place across our nation, we must persevere in our pursuit of equality 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 on both campuses. RCSJ will strive to build a culture that values meritocracy, openness, fairness and transparency for its staff, students and its stakeholders.

“Change is the law of life. And those who look only to the past or present are certain to miss the future.” ~ John F. Kennedy

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.

Issue 10, October 2019

October is National Bullying Prevention Month

Every October, schools and organizations across the country observe National Bullying Prevention Month. The goal: encourage schools, communities and organizations to work together to stop bullying and cyberbullying and put an end to hatred and racism by increasing awareness of the prevalence and impact of all forms of bullying on all children of all ages.

The Week of October 7th

Make friends with someone you don't know at school. If you've ever been isolated from others at school or you were new at school and it took time to make friends, you know what it feels like to be left out. Or even if you were never isolated, imagine how it would feel. Make friends with someone at school who you don't know. You probably wish someone had done that for you. Be a leader. Act and don't let anyone at school be in isolation. **Challenge Others To Be Kind.** Make kindness go viral with an act of kindness and challenge friends and classmates to pay it forward with their acts of kindness.

October 11th is National Coming Out Day

Celebrate coming out as lesbian, gay, bisexual, transgender, LGBTQ questioning or as an ally.

The Week of October 14th - STAND UP for Others Week

When you see someone being bullied, be brave and STAND UP for them. Bullies have been known to back off when others stand up for victims. If you don't feel safe get the help of an adult immediately. Be part of the solution -- not the problem! It's a time to see everyone's differences and celebrate their similarities, whether students are LGBT, African American, Asian, Muslim, of Tribal descent or disabled.

Students can participate by

- Creating positive messages on post-its and handing them out to students at school

The Week of October 21st

Week of Inclusion

- Don't let anyone at school eat alone in the cafeteria.
- Include other students in school activities

- At one point or another each of us has felt insecure, or stressed out, or alone. It is important to remind our friends and classmates that we are all in it together and we are there to listen and support each other.

The Week of October 28th

Start the Week With Conversations Amongst Your Peers

- Meet with fellow students and discuss how you can Change The Culture at your school.
- Hold a discussion in your classroom where you allow students to openly speak and discuss their experiences with bullying and cyberbullying, and how these experiences have affected them and how they dealt with these moments.

This is your month to take leadership at your school and carry it through all-year-round! The more awareness that is created during the month of October -- and all year round, you are one step closer to putting an end to bullying!

Making Strides in Diversity and Inclusion



Dorion Morgan Weaves Tapestry of Life as Pastor, Attorney, College Board Member

Morgan's life has been a tapestry of experiences that has

given him a unique view of life from vantage points most don't get to see – from spiritual world, legal courtroom and from his talents as a performer. He has become accustomed to making the most out of what life has given him. He turned his love of music, spurred by his mother's church singing, into a gospel music career with group Pastor Dorion Morgan and Total Praise. "Singing is not just what I do, but who I am," Morgan said.

<https://frontrunnernewjersey.com/2019/09/29/dorion-morgan-weaves-tapestry-of-life-as-pastor-attorney-college-board-member/>

Africana Studies Now a Major at Stockton University



For about 30 years, students at **Stockton University** could minor in Africana Studies but not major in the subject, which examines the

intellectual life, the historical experience, and the cultural understanding of one of this country's largest racial minority groups. That changed this semester.

<https://frontrunnernewjersey.com/2019/09/27/africana-studies-now-a-major-at-stockton-university/>

ybrooks@rcsj.edu



Rowan University Holds Division of Diversity, Equity & Inclusion Ribbon Cutting

Rowan University's **Division of Diversity, Equity & Inclusion** hosted a ribbon cutting and open house Tuesday (Sept. 24) to celebrate the division's mission and its new home in Savitz Hall. The Division, which leads Rowan's efforts to address cross-campus issues related to diversity, equity and inclusion, formed in January with a broad mission to celebrate the differences among the University community and to help expand opportunities for all. "We're very proud, because this is something our students advocated for," said **Dr. Monika Williams Shealey**, former dean of the College of Education who was named senior vice president to lead the new division in January. <https://frontrunnernewjersey.com/2019/09/26/rowan-university-holds-division-of-diversity-equity-inclusion-ribbon-cutting/>

Issue 10, October 2019



Celebrate History with
Dr. Daisy Century as:

PHILLIS WHEATLEY

poet - patriot - abolitionist

Thursday, October 3rd at 2:00 pm

McCowan Memorial Library
15 Pitman Avenue
Pitman, NJ 08071

For more info & RSVPs email Erika Gardner at egardner@rcsj.edu



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

ybrooks@rcsj.edu

Issue 10, October 2019

The GC Cultural & Heritage Commission and the RCSJ Diversity Committee present

DAVID STEINBERG

“My Enemy in the Mirror - Finding Peace in an Unpeaceful World”



Please join poet David Steinberg as he challenges you to explore what you can do to bring about peace in your own heart, family and community.

Mr. Steinberg is the founder of the Society for Poets of Southern NJ, and the first American writer and first Jewish poet to be published in Gaza. He has published numerous books and has received multiple writing awards. He was also nominated for Nobel Peace Prize in 2018.

Thursday, October 24th at 11:30 am

Rowan College of South Jersey
Business & Corporate Center
1400 Tanyard Road
Sewell, NJ 08080

For more info & RSVPs email Erika Gardner at egardner@rcsj.edu



ybrooks@rcsj.edu

This program is made possible in part by funding from The Gloucester County Cultural and Heritage Commission at Rowan College of South Jersey.



Issue 10, October 2019

Rowan College
of South Jersey

HOPE EQUALITY PEACE OPPORTUNITY
SOCIAL JUSTICE:
LOCAL AND GLOBAL ACTIVISM

Misuse of Social Media

Panel Discussion October 7th: 11 - 2
BAC 500

Activism through Volunteerism

Volunteer Fair October 8th: 11 - 2
CC Lobby

Real Talk in the Safe Zone

Speakers Engaged October 9th: 11-12:30
CC Lobby

LGBTQ+ Outreach Advocate

Johanna Durazzi October 9th: 1-2
CC Lobby

Marvel's Muslim American Super-
Heroine

Ted Talk October 10th: 11 - 12
CC Lobby

Diversity Committee Presents

Civility Week

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, October 10

12 – 1 pm • Instructional Center, Room 430

G. Willow Wilson
“Civility Week / Social Justice”



When Marvel Comics asked G. Willow Wilson to create an American-Muslim superheroine, she told them they were crazy: “New characters don’t sell, female characters don’t sell, minority characters don’t sell.” But her Pakistani-American character, Kamala Khan — Ms. Marvel — turned out to be a huge hit. In this talk, Wilson discusses writing for a new generation, and draws parallels between the millennial and Muslim experiences in a society at odds with their existence.



*Second Thursday
of the Month Presentation

For more information:
Ya Vanca Brooks
ybrooks@rcsj.edu
856-468-5000, ext. 6737

ybrooks@rcsj.edu

Issue 10, October 2019

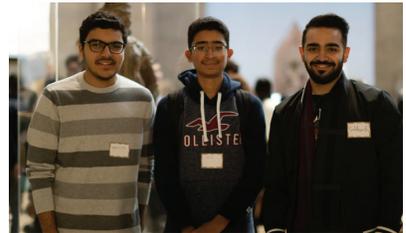


Philadelphia welcomes
International Students
and Scholars!

50TH ANNIVERSARY

Festival for INTERNATIONAL STUDENTS

FRIDAY, OCTOBER 18, 2019 | 5:00 - 7:00 PM | FREE



Join us for an evening of fun and networking! Meet fellow international students and scholars from local universities, enjoy globally-inspired food, multicultural dance performances, and more.

Register for your FREE ticket at penn.museum/festival

 **Penn Museum** 3260 SOUTH STREET, PHILA.

For more information: 215.898.8729 | ic@pennmuseum.org | www.penn.museum
[@pennmuseum](https://twitter.com/pennmuseum) #PassporttoPhilly #YouAreWelcomeHere



ybrooks@rcsj.edu



Issue 10, October 2019



Come Run or Walk With Us!

Sunday, October 20, 2019



MOTHERS MATTER 5K RUN & WALK

Washington Lake Park, Sewell, NJ

REGISTER NOW



www.runsignup.com/mothersmatter

~ **USATF-Certified Course** • **Chip Timing** ~
9:00 a.m. Start ~ **Rain or Shine**

Pre-Race Fees: \$25 Individual • \$90 Family (up to five)
Race Day Fee: \$30 (no family fee)

*Awards for All Age Groups • Photo Booth • Family Fun
Face Painting • "Center Stage Entertainment" DJ
~ Washington Township Police Honor Guard ~
~ National Anthem sung by Makenzi Egizi ~*

... and our spectacular



*Mothers Matter
Raffle at the Run*

Information: www.mothersmatter.org • mothersmatter@laurenlegacy.org



All proceeds benefit the Lauren Rose Albert Foundation Mother Matter programs for women facing difficult challenges.

ybrooks@rcsj.edu

Issue 10, October 2019



MOTHERS MATTER WISH LIST

Please help us fill our “Comfort” gift bags for women fighting cancer

Warm &. Fuzzy Socks

Unscented Body Lotion

(aquifor, maiderm, etc.)

Unscented Body Wash

(Aveeno, Eucerin, etc)

Dove Soap

Hand Sanitizer (small size)

Writing Journal

Nail Polish

Eye Brow Pencils

Lipstick/ Lip Gloss

Eye Shadow

Body Lotion

Hand Lotion

Foot Lotion/ Cream

Mothers Matter “Comfort” gift bags are given to the following hospitals’ cancer centers for women chemotherapy, radiation and surgical patients

Fox Chase Cancer Center ~ Inspira - Minitti Center for Hemotolgoy Oncology

MD Anderson Cancer Center at Cooper Hospital

Penn Medicine Virtua Cancer Program

Sidney Kimmel Cancer Center at Jefferson Hospital / Washington Twp.

The beautiful, color-coordinated assortments of pampering and practical products offer encouragement and comfort along with the message that others care.

www.mothersmatter.org

Miles for MILE 5K

Run & Walk

Saturday, Oct. 26, 2019
Start time: 8 am

Rowan College of South Jersey's Gloucester Campus
Lot F *(next to the Instructional Center)*
Parking in Lot E only



Please join the Rowan College Foundation for our second annual 5K Run and Walk that will go to support the Minority Initiative on Leadership and Excellence (MILE) program.

The proceeds raised from this event will help fund student book scholarships, transfer scholarships and program support.

Tickets can be purchased online
at RCSJ.edu/gc/Mile5K

\$25 for early registration • \$30 at the door • \$15 for current students
Students should use code RCSJstudent19 upon payment.



1400 Tanyard Road, Sewell, NJ 08080 • 856-681-6242 • RCSJ.edu/gc/Foundation



The Diversity Committee Presents

Diversity Committee &
Student Life

Activities

September 19th, 2019:
Hispanic Heritage Month
activity

October 7th to October
10th, 2019: **Civility Week**
Campus-wide activities

October 14th to October
18th, 2019: Domestic
Violence Week – campus
wide activities

November 6th, 2019: Native
American History Month
Activity

November 13th, 2019:
FURever friends in the Spot

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 10th, 2019

October 10th, 2019

November 12th, 2019

December 10th, 2019

January 14th, 2020

February 11th, 2020

March 10th, 2020

April 14th, 2020

May 12th, 2020

June 9th, 2020

July 14th, 2020

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

Rowan College of South Jersey breaks ground on medicine, economic development centers



Rowan College of South Jersey celebrated the groundbreaking of two new construction sites at its Gloucester County campus Friday, marking the start of work on the Rowan Medicine Center and the Economic Development Center.

“There is no other place in the state where a community college has built a medical school on its campus,” said Senate President Steve Sweeney. “The partnerships that we have created with Rowan University, Rowan College of South Jersey, the county, and the state will benefit not only our students, but the entire region.”

<https://www.nj.com/news/2019/09/rowan-college-of-south-jersey-breaks-ground-on-medicine-economic-development-centers.html>

Calendar of Observances – October 2019

- 1) International Day of Non-Violence - 10/2/2019
(<https://www.un.org/en/events/nonviolenceday/index.shtml>)
- 2) World Animal Day – 10/4/2019
(<https://www.worldanimalday.org.uk>)
- 3) World Teachers’ Day – 10/5/2019
(<https://en.unesco.org/comemorations/worldteachersday>)
- 4) World Habitat Day – 10/7/2019
(<https://www.un.org/en/events/habitatday/>)
- 5) World Mental Health Day – 10/10/2019
(<https://www.wincalendar.com/World-Mental-Health-Day>)
- 6) International Day of the Girl – 10/11/2019
(<https://www.wincalendar.com/International-Day-of-the-Girl>)
- 7) United Nations Day – 10/24/2019
(<https://www.wincalendar.com/United-Nations-Day>)

Diversity and Inclusion Resource Center

- Bullying in College – Awareness, Outreach and Prevention
<https://thebestschools.org/magazine/bullying-in-college/>
- 5 Ways to Prevent Bullying on College Campus
<https://everfi.com/insights/blog/5-ways-to-prevent-bullying-on-college-campus/>

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

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 glasses of that society. A socially just society is defined by its advocates and practioners 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

“At my first boardroom meeting, there wasn't a seat for me at the table full of white men, so I asked the CEO to move over”

Jackie Glenn is the founder of [Glenn Diversity](#) and HR Solutions. She is the former chief diversity officer for Dell EMC.

<https://www.businessinsider.com/my-first-day-chief-diversity-officer-there-wasnt-seat-me-2019-7>

Diversity 101

New Offering! The Diversity 101™ online training program takes a fun, creative and interactive approach to diversity and inclusion in the workplace. This interactive eLearning course explores the respect and inclusions components of diversity – from the employee’s perspective – in a way that engages the employee and provides skills and inspiration. We love this program and believe you will too!

<https://www.diversityresources.com/diversity-101-training/>