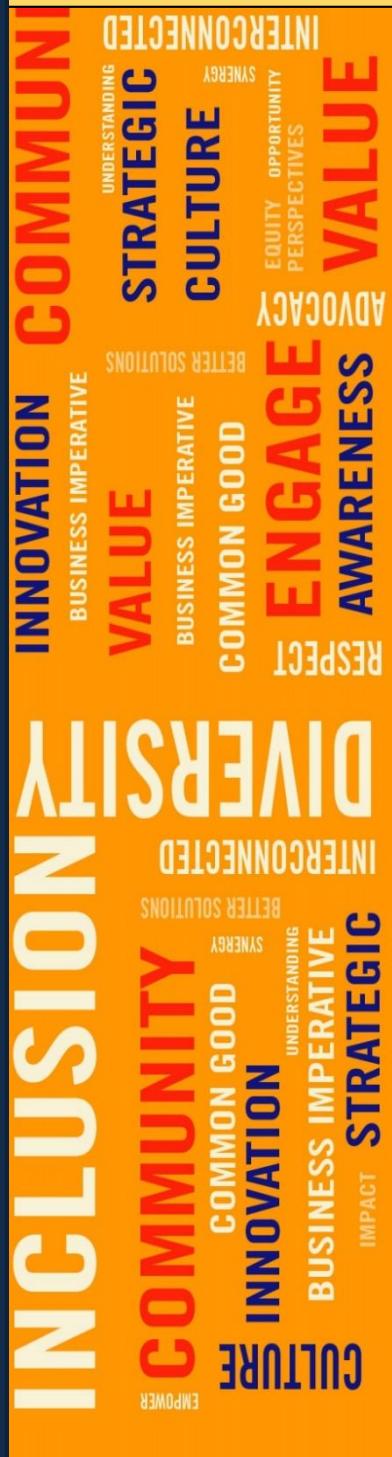


CONNECTIONS

The Business of Relationships

Diversity and Inclusion

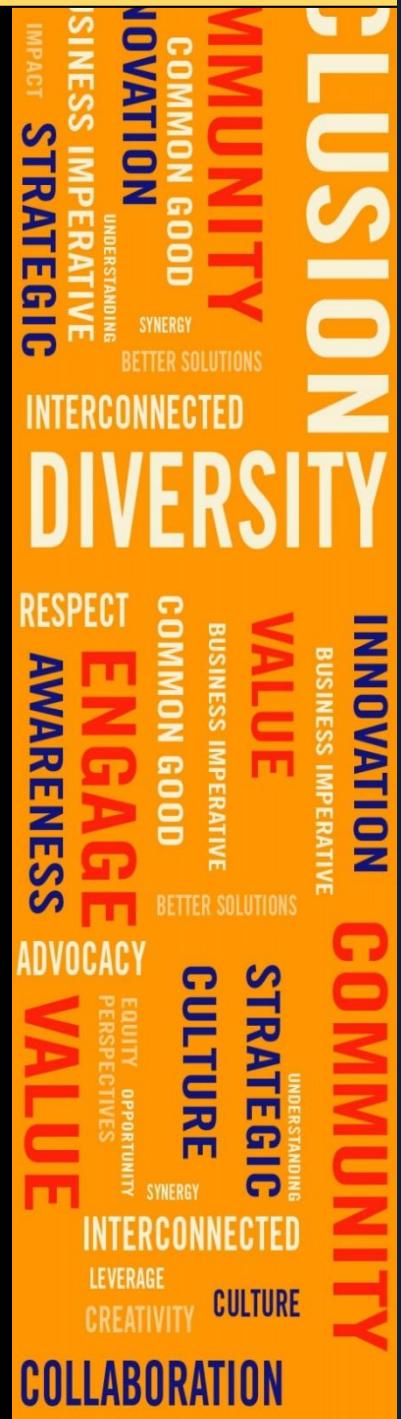
Newsletter



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



- Maya Angelou





A Note from the Chair

Welcome back to school 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.

“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

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.

The Holiday Season in Different Cultures

HANNUKAH

DECEMBER 2nd - DECEMBER 10th



Hanukkah, also called the Festival of lights, is a Jewish holiday celebrating a miracle. A large army invaded Israel and took over the temple in Jerusalem. A small band of Israeli soldiers was able to drive out the army. Afterward, they found only enough oil in the temple to light the eternal lamp for one day. The lamp should be lit at all times. Incredibly, the oil burned *for eight whole days*, allowing time for more oil to be found. This is why we celebrate Hanukkah for eight days each year.

GITA JAYANTI

DECEMBER 18th



Gita Jayanti- Bhagavad Gita is a sacred text across all Hindu traditions and is considered a summary of all ancient Vedic philosophical text. The Bhagavad –Gita, literally means “The Lord’s Song” and is understood as a conversation between Krishna and Arjuna but meant for the whole world’s benefit. On this day, devotees gather to recite all 700 verses together remembering this sacred conversation between the Lord and His dear devotee.

YULE



DECEMBER 21st -

JANUARY 1st

Yule is an archaic term for Christmas. Yule or Yuletide is a festival celebrated by the ancient Germanic people. Historians have linked the observance to the Wild Hunt, the God Odin, and the pagan Anglo –Saxon Modranith. Yule has since been Christianized resulting in the term Christmastide.

CHRISTMAS

DECEMBER 25th



Christmas is an annual festival celebrating the birth of Jesus CHRIST, observed primarily on December 25th as a RELIGIOUS AND cultural celebration among billions of people around the world. Christmas Day is a domestic and internationally recognized holiday and has been seen an essential component of the holiday season.

KWANZAA

DECEMBER 26TH - JANUARY 1st



Kwanzaa is a Swahili word that means “FIRST” and signifies the first fruits of the harvest. From December 26 to January 1, many people of African descent in America-celebrate Kwanzaa. Although African- Americans do not live in an agricultural setting, in 1966 Maulana Ron Karenga adopted the basic principles of the harvest celebrations from Africa to simulate the observance of Kwanzaa. Kwanzaa symbolizes a time to reflect on those basic principles: share and enjoy the fruits of our labor, and recommit ourselves to the collective achievement of a better life for our family, our community and our people. The Kinara is a seven-space candle holder, representing the original stalk from which the African people originated.

THREE KINGS DAY

JANUARY 6TH



Three Kings Day, or *Dia De Los Reyes* in Spanish, falls on January 6th every year. It is the day the children of Spain and other Hispanic countries receive presents brought by the Three Kings. On “El Dia de los Reyes” Spain and other Hispanic countries celebrate the biblical adoration of baby Jesus by the three kings or otherwise known as the Wise Men.

RCGC Diverse Voices Presents:



**Decorate your own personalized
ornament celebrating your holiday.**

**December 5th
College Center Lobby
10am to 2pm**

Diversity Committee

Presents

International Soup Day



Diversity committee is currently collecting International soup recipes. Please submit your recipes to Nicole Duncan nduncan@rcgc.edu

Soup up your life through an international experience!

**ECUADOR**
La Sopa de Pene
Colloquially referred to as "cock soup", the soup is primarily made by boiling a bull's penis. Usually seasoned with white pepper and traditionally topped with soft cheeses.

**ICELAND**
Íslensk Kjötsúpa
Meat soup made with lamb and vegetables.

**GERMANY**
Leberknödel
Consommé with liver dumpling

**ENGLAND**
Green Turtle Soup
Consommé with a sachet of turtle herbs and turtle meat. Garnish of turtle meat and this is flambéed.

**INDIA**
Mulligatawny Soup
Curried lentil soup garnished with rice and chicken dices. Served with a wedge of lemon.

**GREECE**
Avgolemono
A Greek chicken soup with lemon and egg.

**FRANCE**
Petit Marmite
Chicken Stock with a garnish of marrow and croutons.

**ITALY**
Minestrone Paysanne
Cut vegetables, black eye beans – Tomatoes, spaghetti, potatoes and carrots.

**HUNGARY**
Paprika soup
Consommé spiced with paprika and a garnish of diced beef, and a Brunoise of vegetables including potatoes, garlic and cumin.

NEW Spring 2019

ENG 215 — Immigrant Voices in American Literature
Writings by and about immigrants to the U.S.

Mondays and Wednesdays 12:15 – 1:35 p.m.

Immigration Then and Now: A new English course that begins with the first settlers to arrive in the United States and closes with 21st century newcomers.

- Examine the American immigrant experience through fiction, poetry, drama and non-fiction
- Study authors' writings and their influence in American literature
- Discover as a nation, where we came from and where we are going

ENG 215 — counts as a program elective for English majors, as an English elective for all options and is recommended for majors in:

Psychology

Sociology

Social Work



For more information, email
Marcela Stein-Savelski
at msteinsa@rcgc.edu



The Diversity Committee Presents

Diversity Committee & Student Life

Activities

9/26/2018: Celebrating Hispanic Heritage: Activity in the Spot

11/12/2018: Veteran's Day – FUR ever As Friends: Activity in the Spot

12/3/2018: Personalized Holiday Greeting Cards.

12/5/2018: "Diverse A Tree" presented by the Diverse Voices Student Club

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 12th, 2019

March 12th, 2019

April 9th, 2019

May 14th, 2019

June 11th, 2019

July 9th, 2019

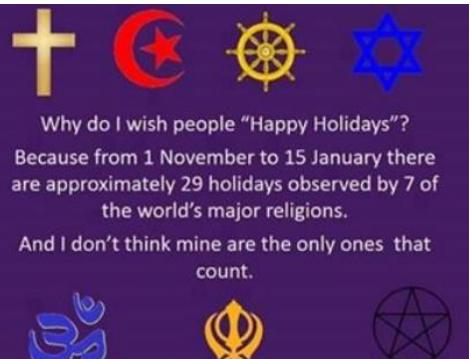
August 13th, 2019

Stay tuned for the Spring 2019 line-up of Ted Talks, Lecture Series & other Activities sponsored by the Diversity Committee

Let's Welcome Back the Diverse Voices Student Club!

DIVERSE VOICES

The first Diverse Voices' initiative will be on December 5th, 2018 entitled "Diverse A Tree." Students will be able to decorate an ornament to celebrate whatever observance they choose. All decorated ornaments will be placed on the holiday tree in the College Center, lower lobby for display. Please spread the word and join us!



Why do I wish people "Happy Holidays"?

Because from 1 November to 15 January there are approximately 29 holidays observed by 7 of the world's major religions.

And I don't think mine are the only ones that count.

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

Calendar of Observances – December 2018

- 1) World AIDS Day – 12/1/2018
(<https://www.wincalendar.com/World-Aids-Day>)
- 2) Hanukkah Starts – 12/2/2018
(<https://www.wincalendar.com/Hanukkah>)
- 3) International Day for the Abolition of Slavery – 12/2/2018
(<https://www.wincalendar.com/International-Day-Abolition-Slavery>)
- 4) Pearl Harbor Remembrance Day – 12/7/2018
(<https://www.wincalendar.com/Pearl-Harbor-Remembrance-Day>)
- 5) Human Rights Day – 12/10/2018
(<https://www.wincalendar.com/Human-Rights-Day>)
- 6) International Migrants Day – 12/18/2018
(<https://www.wincalendar.com/International-Migrants-Day>)
- 7) Christmas – 12/25/2018
(<https://www.wincalendar.com/Christmas>)
- 8) Kwanzaa Starts – 12/26/2018
(<https://www.wincalendar.com/Kwanzaa>)

Diversity and Inclusion Resource Center

- Eleven Tips to End of The Semester Success
<https://www.utica.edu/student-blogs/eleven-tips-to-end-of-the-semester-sucess/>
- Celebrating the Holidays and Diversity in the Workplace
<https://www.shrm.org/resourcesandtools/hr-topics/diversity-and-inclusion/diversity-best-practices/celebrating-holidays-and-diversity-workplace>

ybrooks@rcgc.edu

Issue 12, December 2018



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/Clergy 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 Clergy 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.

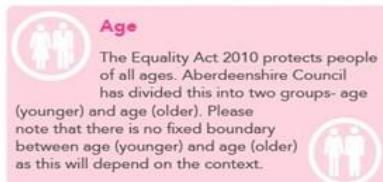
“Social Justice is the virtue which guides us in creating those organized human interactions we institutions. In turn, social institution when justly organized provide us with access to what is good for the person, both individually and in our associations with others. Social justice also imposes on 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.

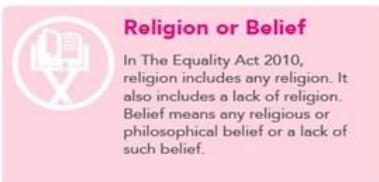
THE SOCIAL JUSTICE CORNER

Protected Characteristics



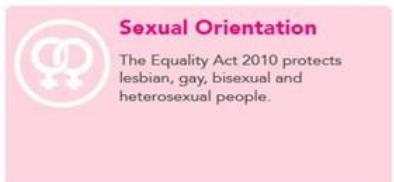
Age

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.



Religion or Belief

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.



Sexual Orientation

The Equality Act 2010 protects lesbian, gay, bisexual and heterosexual people.



Disability

'Disability' includes people with physical, learning and sensory disabilities, people with a long-term illness, and people with mental health problems.



Sex (Gender)

Both males and females are protected under The Equality Act 2010.



Gender Reassignment

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.



Race

Under The Equality Act 2010 'race' includes colour, nationality and ethnic or national origins. It also includes Gypsy Travellers.



Pregnancy and Maternity

The law covers pregnant women or those who have given birth within the last 26 weeks, and those who are breast feeding.



Marriage and Civil Partnership

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'.

Everyday Democracy Articles to Support Diversity, Inclusion and Civility

GROWING COMMUNITY ENGAGEMENT SKILLS AMONG YOUNG LEADERS WITH THE MIKVA CHALLENGE

As part of our intergenerational equity work, Everyday Democracy is prioritizing growing community engagement skills among young leaders. In September, Everyday Democracy's Matthew Sagacity Walker and Malana Rogers-Bursten travelled to Chicago to facilitate a community engagement training at [Mikva Challenge](#).

https://www.everyday-democracy.org/news/growing-community-engagement-skills-among-young-leaders-mikva-challenge?utm_source=Everyday-Democracy.org+Subscribers&utm_campaign=2841027a09-nov_newsletter_2018&utm_medium=email&utm_term=0_949dabd79d-2841027a09-133632393

EVERYDAY DEMOCRACY ANCHOR PARTNER WINS DISTINGUISHED CIVVY AWARD

There was a lot of recognition for the work being done to strengthen democracy at this October's annual National Conference on Citizenship in Washington DC. One of the highlights of the event was the announcement of Interfaith Works El Hindi Center for Dialogue, Syracuse, NY as a 2018 recipient of the esteemed CIVVY award in the category of "local" organizations.

https://www.everyday-democracy.org/news/everyday-democracy-anchor-partner-wins-distinguished-civvy-award?utm_source=Everyday-Democracy.org+Subscribers&utm_campaign=2841027a09-nov_newsletter_2018&utm_medium=email&utm_term=0_949dabd79d-2841027a09-133632393